ST JOSEPH'S SPECIALIST TRUST

England & Wales · Charity number 1177680

Details

Status	Registered
Legal form	CIO
Registered	2018-03-23
Register	View on the Charity Commission register

Contact

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Activities

Objects: THE OBJECTS OF THE CIO ARE FOR THE PUBLIC BENEFIT:(A) THE ADVANCEMENT OF THE ROMAN CATHOLIC RELIGION; ANDIN ACCORDANCE WITH THE TENETS, TEACHING AND PRACTICES OF THE ROMAN CATHOLIC RELIGION:(B) THE ADVANCEMENT OF EDUCATION AND TRAINING; AND(C) THE PROVISION OF RESIDENTIAL ACCOMMODATION AND SUPPORT TO THOSE IN NEED,IN PARTICULAR BUT NOT EXCLUSIVELY WITHIN THE DIOCESE BY: Ò THE MANAGEMENT, MAINTENANCE AND DEVELOPMENT OF ST. JOSEPHÆS SPECIALIST SCHOOL AND COLLEGE FOR CHILDREN AND YOUNG PEOPLE WITH COMPLEX LEARNING AND BEHAVIOURAL DIFFICULTIES AND ANCILLARY CHARITABLE ACTIVITIES; AND Ò THE PROVISION OF RESIDENTIAL ACCOMMODATION TO CHILDREN AND YOUNG PEOPLE, AND SUPPORTED HOUSING TO ADULTS, BOTH WITH COMPLEX LEARNING AND BEHAVIOURAL DIFFICULTIES.

Activities: SCHOOL AND COLLEGE FOR CHILDREN AND YOUNG PEOPLE WITH COMPLEX LEARNING AND BEHAVIOURAL DIFFICULTIES AND ANCILLARY CHARITABLE ACTIVITIES; AND THE PROVISION OF RESIDENTIAL ACCOMMODATION TO CHILDREN AND YOUNG PEOPLE, AND SUPPORTED HOUSING TO ADULTS, BOTH WITH COMPLEX LEARNING AND BEHAVIOURAL DIFFICULTIES.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Religious Activities
- **Who:** Children/young People, People With Disabilities

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£13,470,566	£11,331,586	£21,470,931	226
2024-08-31	£11,025,623	£10,853,552	£19,331,951	219
2023-08-31	£11,964,608	£11,665,338	£19,159,880	240
2022-08-31	£12,067,636	£11,454,299	£18,860,610	253
2021-08-31	£11,306,668	£10,883,938	£18,247,273	271
2020-08-31	£9,867,074	£9,921,309	£17,824,543	274

Trustees

Name	Role	Appointed
Dominic John Gorton	Chair	2021-10-08
Brian Patrick O'Donoghue		2026-05-08
David Nicholls		2026-05-08
Fr. Jonathan Michael How		2021-07-27
Martin Hill		2024-05-23
May Ann Bravo		2026-05-08
Robert James Joseph Morello		2026-05-08
Sascha Taylor		2026-05-08

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ST JOSEPH'S SPECIALIST TRUST

England & Wales - Charity number 1177680

Accounts

ST. JOSEPH'S SPECIALIST TRUST

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

Christ in Our Lives

No Limits … Just Possibilities

Registered Charity Number 1177680

ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

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ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 AUGUST 2025

THE TRUST BOARD

Trustees
Dominic John Gorton, Chair of Trustees
Fr. Jonathan Michael How, Vice Chair of Trustees
Martin Hill
Brian Patrick O'Donoghue (appointed 8 May 2026)
May Ann Bravo (appointed 8 May 2026)
Robert James Joseph Morello (appointed 8 May 2026)
Sascha Yolanda Taylor (appointed 8 May 2026)
David Nicholls (appointed 5 June 2026)
Richard Boyle (resigned 31 August 2025)
Simon Charleton (resigned 24 October 2024)

Governors
Tim O'Dwyer, Governor
Monica Whitehead, Foundation Governor
Will Davies (appointed 4 June 2025)
Janette Wallace (appointed 4 June 2025)
Kathryn Hitchings (staff Governor appointed 4 June 2026)
Leonie Collingwood-Johnson, Chair of the Governors (resigned 13 May 2026)
Richard Boyle, Chair of Governors (resigned 31 August 2025)
Melissa Longmire, Foundation Governor (resigned 10 February 2025)
Jean Keane, Governor (resigned 31 December 2024)
Annie Sutton, Executive Principal
Simon Jaggard, Head Teacher & Director of Education

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, Surrey, GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk
Bankers:	HSBC UK Bank plc 1 Centenary Square Birmingham B1 1HQ Barclays Bank plc 1 Churchill Place London E14 5HP
Auditor	Crowe U.K. LLP R+ Building 2 Blagrave Street Reading, Berkshire RG1 1AZ

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2025

No limits… just possibilities" is the mission statement of St Joseph's, seen every day in our caring community where actions speak louder than words.

This year, our community of approximately 226 staff have supported 75 young people from the age of 5 – 19 and 13 adults with complex and severe learning disabilities, many of whom are on the autistic spectrum, and have other associated difficulties. We are trusted by Local Authorities, not just locally but also nationally, to provide education and care for some of the most challenging young people who have reached a point of complexity and often of crisis, whereby they can no longer be supported safely or adequately within mainstream settings. We provide fully committed care supported by exceptional expertise and experience in this complex and often physically and emotionally challenging field. To uphold the trust placed in us by Local Authorities, we continue to provide a financially secure and stable environment. We invest all surplus funds into securing and ensuring the continued development and support of our beneficiaries. We are fully focused on the pursuit of securing for our young people a stable future quality of life that represents the highest levels of personal autonomy, self-respect and contentment as is possible for each individual.

We are a Catholic provision with Christian principles at our core; welcoming students, residents and staff of all faiths and of none. We are blessed to know that we can count on such guidance, on His wishes and to follow the wisdom that He has wished for us all.

The Trust has faced the usual challenges that we come to expect in our setting, including the continuing cost-of-living crisis and national shortages of skilled staff. St Joseph's has continued in its unswerving dedication to the children and adults without compromising their needs. We have continued to work with a wider community of family, guardians and providers.

Once more this year we have sought to improve and excel in our specialist provision for students. Ofsted inspections in both Education and Care support our specialist provision and, in their observations, they highlight:

- Having a rich curriculum that is sharply focused on meeting pupils' needs and aspirations. Pupils' learning and wider development is catered for extremely well.
- Teaching and closely working with therapists is sharply attuned to pupils' learning and development needs and is even more strongly rooted in a holistic understanding of pupils' progress and learning needs. This supports outstanding progress over time.
- There is a heightened focus on preparing pupils for adulthood increasing and broadening pupils' opportunities to experience the world of work. The school provides a rich range of opportunities for all pupils which is highly bespoke to each pupil's interests and aspirations. Links with colleges and local employers are utilised very effectively.
- Safeguarding concerns are identified and responded to appropriately and there are good risk management plans in place.
- Significant investment in the quality and standard of the living accommodation for our Children's Home provision leading to greatly improved homes finished to a high standard
- Children and young people in the Children's Home successfully learn life skills.
- There are good links between the Care staff and School ensuring all relevant information is shared effectively
- The children benefit from well-planned support.
- Senior managers in Children's Homes support careful planning for children's futures and closely link with Adult Supported Living to assess and provide the best opportunities.
- St Joseph's Specialist Trust is a happy and caring place.

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2025

The educational highlights of the year include several notable achievements and initiatives:

- The progress made by St. Joseph's and its students in academic, social, and emotional development.
- The partnership with The Forge on The Green Café in Shamley Green, which saw one of our students become a fully qualified barista for paid future employment.
- Ongoing support for Teaching Assistants (TAs) transitioning to Teachers, with successful completion of Initial Teacher Training (ITT) and Early Career Framework (ECF) programs this year.
- Education Leadership continue to broaden their knowledge with continued enrolment on NPQEL (National Professional Qualification for Executive Leadership), NPQH (National Professional Qualification for Headship), Masters degrees, and NPQ SENCo (National Professional Qualification for Special Educational Needs Coordination). This includes research projects to broaden expertise.
- We are continuing our journey as an Oscar Romero Accredited School, as we work towards the Innovator Award, led by the School Chaplain who is a Catholic Schools Inspector (CSI).
- As the Autism Education Trust (AET) license holder for Surrey, the Trust continues to use this as a platform for Outreach. This has included a workshop for the Catholic Independent Schools Conference as well as training for mainstream provisions seeking to improve their expertise.
- Enriching staff induction and continuous professional development (CPD) with Anna Freud and AET certified training.
- The Headteacher's ongoing contributions as a National Association of Independent Schools and Non-Maintained Special Schools (NASS) School Improvement Partner, as a Member of the Mulberry Bush outreach network and also as a Facilitator of the National Professional Qualification for SENCo's.

The sterling work and commitment by the Adult Supported Living staff in the year have led to residents who use the service and their relatives, who speak highly of the service, feeling that they are supported in a kind and caring way. Residents with individual goals are able to live independent lives with maximum control that includes dignity, privacy and respect for human rights. Above all, the right culture, ethos, values, attitudes and behaviours of leaders and care staff ensure residents lead confident, inclusive and empowered lives. In addition, St Joseph's has always ensured that Adult Supported Living accommodation, which is situated in residential areas, has no outward signs to differentiate it from other houses in the street, so that the residents are able to be a part of the community.

Our unique setting for children is in a 23-acre site situated on the outskirts of Cranleigh nestled in the scenic Surrey Hills. Cranleigh is England's largest village, providing not only a supportive community but also many vibrant opportunities for the children and adults in our care; being just on our doorstep, we are most fortunate to benefit from its patronage in many ways. The site is surrounded with fields, woodland, local flora and fauna. A world that offers grace and guidance, a time for insight, renewal and healing, to listen and learn, and surmount the challenges the young people and adults face daily.

Such high standards highlight our greatest asset, our dedicated and committed staff who directly contribute towards the overall wellbeing, future happiness and quality of life of our young people and vulnerable adults. In turn, this also directly impacts the quality of life and the happiness of siblings and family members. They do so by collectively providing innovative leadership, teaching in classes, therapeutic support, safeguarding and protecting, being custodians of care in our children's home and having vital support staff who, together with all staff ensure that St Joseph's runs successfully and smoothly. As a 52-week, 24-hour, 7-day-a-week organisation, St Joseph's never really sleeps or stops.

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2025

The current residential Children's Homes have been updated to a very high level of comfort, practicality and homeliness. Major works are in progress in order to relocate the education facilities contained in the building referred to as a 'School' into the main College Building to enable us to safely remove this ageing and cost inefficient asset with the plan to eventually replace this with a purpose built, high efficiency provision that will fully meet the needs of our Explorers Pathway students.

Mindful of our duties towards the prudent use of public funds, we continue to provide a highly specialist provision that represents excellent value for our Local Authority Placement Partners. The provision at St Joseph's continues to produce tangible and measurable results that support life changing improvements for the quality of life and prospects for independence to the extremely challenging and complex young people that we support regionally. The benefits of a placement at St Joseph's extends further beyond the significant impact on the young person who attends St Joseph's, and the opportunities to access education effectively and better-quality family life are seen in siblings, as well as affording parents the opportunity to return to employment and embrace a new, safer and fulfilling family life.

St Joseph's strives every day to make positive futures from despair, conjuring happiness from sadness, creating the best possible quality of life right now for everyone at St Joseph's and providing a lasting legacy of hope and security for the lives of the students, the supported adults and their families. As we go forward into the unknown elements of 2025-26, the support, love and compassion of our community is a given, the impossible becomes possible.

There are *"no limits……just possibilities",*

Annie Sutton
Executive Principal

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual Trustees' Report for the year ended 31 August 2025, together with the audited financial statements.

About the Trust
St Joseph's Specialist Trust comprises a non-maintained, co-educational school/college and registered children's home for students aged 5-19 with Autism Spectrum Disorder (ASD) & complex needs and supported living accommodation houses for vulnerable adults. St. Joseph's was originally founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

At the heart of St Joseph's, and reflecting its Catholic foundation, is a commitment to furthering the coming of God's kingdom through ensuring that young people with ASD and complex learning needs are enabled to grow as children of God and members of the human family and to share as fully as possible in its life. St Joseph's welcomes all those, like its staff, supporters, residents, students and their families, all those who share this aim, irrespective of their own faith or beliefs.

Established as an independent Charitable Incorporated Organisation (CIO) on 1st September 2018, the assets and liabilities of St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, were transferred to the Trust from the Diocese under a 999-year lease with peppercorn rent.

Objectives and Activities
The objects of the CIO are for the public benefit, and are given in its constitution as:
(a) the advancement of the Roman Catholic religion;
and, in accordance with the tenets, teaching and practices of the Roman Catholic religion:
(b) the advancement of education and training; and
(c) the provision of residential accommodation and support to those in need,

This is achieved, particularly but not exclusively within Surrey and Sussex by:
(a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
(b) the provision of residential accommodation to children and young people, and supported housing to adults, both of these with complex learning and behavioural difficulties.

The St Joseph's campus sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

St Joseph's School and College
St Joseph's School and College offers a fully integrated approach that enables it to meet the needs of young people with complex learning needs, who additionally have often experienced crisis, rejection or exclusion leading to a fear of school. Learning and teaching at St Joseph's is fully integrated with a broad range of therapies and opportunities, including speech and language therapy, occupational therapy, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café.

Each of the small classes is run by a trio of teacher, occupational therapist plus a speech and language therapist supported by a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning, which traditional educational approaches have failed to achieve.

Mental health and well-being are supported through daily therapy-led group sessions. The availability of a clinical psychologist and a psychiatrist in-house gives students fast and effective access to Child and Adolescent Mental Health Services (CAMHS) as required.

St Joseph's School and College continued

In place of the usual Key Stages, students at St Joseph's follow one of three educational pathways:

- Adventurer Pathway: for students identified as having the ability and disposition to follow a more academic route through the school, who on leaving St Joseph's are likely to go into Further Education and then employment. Although the academic side of the Adventurer Pathway is important, there is also an equally important emphasis on developing social and life skills, and internal and external work experience placements at an appropriate age.
- Discoverer Pathway: enables students to follow a curriculum that prepares them for a future that is likely to be in a specialist residential Further Education college, or in supported living, with part-time working and as great a degree of autonomy as possible being long-term goals.
- Explorer Pathway: nurtures students characterised as having higher levels of dependency in the areas of communication, social interaction and relationships, flexibility of thought (activities and interests) and sensory issues. They may have high levels of need in personal care and health. It is anticipated that students in this Pathway will continue to require high levels of support into adult life and that some will continue to be non-verbal, relying on augmentative and alternative communication systems. The curriculum for these students aims to develop their communication and independence.

St Joseph's engages in research through enrolment on the National Professional Qualification for Executive Leadership (NPQEL), the National Professional Qualification for Headship (NPQH), Masters degrees, and the National Professional Qualification for Special Educational Needs Coordination (NPQ SENCo). This includes research projects designed to broaden professional expertise. They also continue to support new resource development through the Books Beyond Words project, led by Baroness Sheila Hollins.

Children's Home

St Joseph's Specialist Trust is registered with Ofsted as a Children's Home. There are 4 homes that encourage and support young people to maximise their full potential. Young people have the benefit of the waking day curriculum where they develop and achieve in many aspects of their lives and maximise key skills towards independent living. They can spend time pursuing their various hobbies and interests whilst achieving their objectives within their Educational Health and Care Plan (EHCP). Staff encourage and support young people in all areas of independence and the development of skills to enable interaction out in the community. The links to education and therapies ensure a cohesive and consistent approach in all areas of their home.

Adult Supported Living

Supported Living for vulnerable adults is provided at Springvale. This was opened as an adult supported living in 2012. Standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities that it offers.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

The Trust had restructured Adult Supported Living arrangements in 2023/24, following a review of the costs incurred, and has terminated the provision of services at Long Barn in October 2023. The Trust opened a new location in September 2025, The Lodge, which is a supported living accommodation for 3 tenants.

Achievement and Performance

In 2024/25, St Joseph's provided quality education to 75 children and young people (2024: 69) and supported living for 7 adults (2024: 13). Student progress is monitored using CASPA (Comparison and Analysis of Special Pupil Attainment) scores. Considering overall progress against expectations, of a cohort of 81 students in KS1-5:

- 6 students exceeded expectations.
- 66 students met expectations.
- 3 students were a cause for concern

The data further suggests that many students make significant progress above previous expectations when they move into the St Joseph's setting.

Achievement and Performance (continued)

The provision is highly rated. The School and College received an overall Grade 1 for effectiveness from the inspectors of the Catholic Schools Inspectorate (CSI) in December 2019, a judgement that was reaffirmed in February 2023. The Office for Standards in Education, Children's Services and Skills (OFSTED) also maintained its assessment that the education provision is Outstanding in all areas. In June 2025, an inspection by Surrey Local Authority, carried out on behalf of the Commissioning Consortium for Residential and General (CCRAG), a joint commissioning group of local authorities, confirmed the continued high standards of provision.

The Care Quality Commission (CQC) inspect adult supported living provision. The last report on Springvale was following an inspection in January 2022 and which assessed "Good" across all aspects of provision. The CQC reviewed the information to date in July 2023 and confirmed that the service performed well and met the expectations. In November 2025, Ofsted Care confirmed the Trust provides effective care services that meet the requirements, with overall experiences and progress of children and young people as Good.

Financial Review

The Trust generated a surplus £2,138,980 for the year (2024: £172,071). The Trust's work with Children and Young People generated a surplus of £1,788,113 (2024: a deficit of £132,901). Adult supported living generated a surplus of £303,743 (2024: £233,181). The movements in Restricted funds and the associated activities during the year total £47,124 (2024: £71,791), reflecting the utilisation of grant income and donations to support the Trust's core educational activities, capital investments, and targeted pupil support programs. Key Performance Indicators show a net surplus margin of 15.88%, working capital of £4.7m and a current ratio of approximately 8:1. This reflects the reserves policy established by the Trustees as set out below.

The principal source of income this year has been the fees and bursaries received from Local Authorities and the Education and Skills Funding Agency, to secure an appropriate and effective education and care that meets the significant additional needs of the children who are placed at St Joseph's. The largest part of this relates to the funding provided by Local Authorities.

Despite a lengthy waiting list of potential applicants, the Trust is unable to increase intake to capacity because of severe staff recruitment challenges experienced across the sector. The Trust makes use of contractor/agency staff to fill some gaps, but the costs of these remain significant and account for some of the underlying volatility in overall staffing costs. The Trust has measures in place to alleviate this position and to retain directly employed staff. The Trust continues to apply robust cost controls to general overheads at the point of planning as well as delivery.

This year, a newly repurposed administration building has enabled long-overdue modernisation of the main school building, including essential replacement of the deteriorating roof. The Trust's fleet has been expanded with four new 7-seater vehicles to extend residents and students travel opportunities while enhancing safety and keeping costs manageable. Capital expenditure during the year has focused on upgrading educational facilities as part of a long-term strategy to ensure that higher standards are met. The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

All funds raised in connection with operating activities are solely expended for the benefit of the Trust and its beneficiaries who are the Children & Young People and adults in Supported Living.

Reserves policy

The Trustees recognise the need for the Trust to maintain sufficient reserves to:

i. provide for future maintenance and development of the infrastructure;
ii. provide for managed closure, possibly without much income but with a responsibility to ensure the wellbeing of its children, young people and adults;
iii. provide for variations of cash flow;
iv. cover its duties for staff pensions' liabilities.

The Trustees have established an initial target for free reserves, in net current assets, of 6 months' operating costs. They plan to build this up over the coming years by generating a small operating surplus while meeting their duties to provide Value for Money for public funds. At year end, free reserves stand at £4,495,338 (2024: £3,136,232) against a target of £5.5 million. At 31st August 2025 the Trust has a restricted fund of £7,005 (2024: £14,741) in relation to general donations.

Future Plans

During the year, the Trust has commenced the project to enhance the educational facilities within the main building, transforming it into a dedicated space exclusively for school and college activities, which is innovative, efficient and sustainable. The project will replace a separate post-war current school structure, which is deteriorating and would demand substantial financial investment in the near future to ensure a safe and healthy learning environment. This will take place following the completion of Phase 3, as outlined below and will be demolished.

The refurbishment project has been structured into three phases to ensure the works are financially viable and are delivered in a manageable, timely manner as approved by the Trustees. They are as follows:

- Phase 1. First / Second Floor and Roof Replacement (earliest completion March 2027). The works entail the replacement of the roof, modernising the space to current standards, extensively restructuring all spaces to create classroom suites and an education staff office, meeting and storage spaces (second floor), as well as required facilities. The planned costs for the building works are £2,445k and for ancillary costs of furnishing, IT infrastructure and redecoration are estimated at £250k.
- Phase 2. Ground Floor Kitchen, Chapel, Dining Room and the construction of a separate Reception Building (earliest completion April 2028). The works entail restructuring and relocating spaces to accommodate these essential amenities to provide a modern and flexible usage for Education. The planned costs for these works are £1.3m. An additional provision will be required for ancillary costs of furnishing, IT infrastructure and redecoration.
- Phase 3. Ground Floor (earliest completion 2029). The works entail modernising the space to current standards, extensively restructuring all spaces to create classroom suites and extracurricular student spaces. The planned costs for the building works are £1,544k. An additional provision will be required for ancillary costs of furnishing, IT infrastructure and redecoration.

The phased approach allows the Trust to carefully monitor expenditure, manage risk, and progress the development in line with available resources. Key to any development that the Trust considers is the maintenance of minimum reserves. The Trustees recommend that a minimum cash reserve of £3.5m should be held throughout the duration of the project. Any current and future operational surpluses will be reinvested fully into the refurbishment programme, which includes other smaller unrelated projects in the pipeline. This approach will support the completion of later phases without compromising the Trust's ongoing financial stability. It is essential that the Trust maintains and invests in a fit-for-purpose capital expenditure programme.

The Care Quality Commission (CQC) has registered the Lodge as a new location for the provision of Adult Supported Living accommodation and new tenants have been moving in, all previously Children's Home residents.

The past few years, with respect to the quality of education, have been spent focusing on driving the quality of teaching delivery and developing the pathway curriculum. Through this, we have seen a significant drop in negative pupil behaviour as an indicator of improved engagement, alongside other initiatives such as more ongoing and developmental Behaviour Support training for all staff and improved induction of new staff. We are now turning our heads towards the Cognitive Science, which underpins the curriculum; the repetition and spacing of information to optimise on the long-term retention of knowledge and development of skills. By lengthening the time between recalling information, a student will improve their long-term memory and hopefully their understanding. Teachers are also using evidence-based practice to support existing processes and explain why we use certain ASD friendly approaches, which provide them with both the credibility and the confidence in developing their practice.

Structure, Governance and Management

The Board of Trustees was originally appointed on the date of incorporation (23 March 2018). The Board of Governors of the School and College became a sub-committee of the Trust (Education Governing Committee), supporting the Trustees in the governance of the educational activities of the school and college. Members of the Education Governing Committee are still known as governors, though the usual responsibilities of a Governing Board now sit with the Board of Trustees. The current Trustees and Governors are listed on page 1.

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; it holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity.

Structure, Governance and Management (continued)

The Board meets at least four times a year. Day to day management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters. The Board of Trustees has delegated to the Education Governing Committee, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

The Constitution provides for up to eleven Trustees. Eight appointed by members of the CIO, two by the Diocese of Arundel and Brighton and one by the Bishop of Arundel and Brighton. The consent of both the Trustees and the Bishop of Arundel and Brighton is needed to amend the objects of the Trust. The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently, particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities. Following the resignation of two trustees for personal reasons in the year to 31 August 25, reducing the number of Trustees to just three, the members unsuccessfully sought to find new trustees through their usual channels. To secure the proper governance of the Trust the members engaged Prospectus, a recruitment agency specialising in charity and not-for-profit recruitment, to help find new trustees to bring the Board of Trustees back to strength. These new appointments are included in page 1 of this report. New Trustees receive an introduction to the work of the Trust from the Core Senior Leadership Team. Trustee training is accessed through Strictly 4 Education and other training services. Most Trustees bring significant skills from other settings. The Trustees and the Governors understand their roles in relation to equality and diversity, and comply with legislative requirements, including those relating to disability, safeguarding, and health and safety.

Management

The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:

Annie Sutton	Executive Principal
Alan Day	Director of Residential Care
Cedric de Souza	Director of Finance
Elizabeth Hurst	Director of Business
Simon Jaggard	Director of Education (Head Teacher)
Adrian Maxey	Director of Estates & Facilities
Karen May	Director of Therapies
Elizabeth Sanders	Director of Human Resources

The Board of Trustees is responsible for determining the remuneration of the Executive Principal. Trust's Core Senior Leadership Team remuneration is decided by the Executive Principal and agreed by the Chair of Trustees. In setting pay, the Trust follows an established pay policy designed to ensure that salaries are appropriate, proportionate, and sufficient to attract and retain staff with the skills required to deliver the Trust's charitable objectives. Decisions are made using relevant benchmarking and with due regard to the charity's responsibilities and resources.

Employee involvement

St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and email circulars. Each half term welcomes all staff with an update on the current state of affairs led by the Executive Principal and supported by all Core and Senior Leaders. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. In matters that significantly change policies or terms, full and extensive consultation processes are followed, to ensure that all staff are able to offer their opinions, suggestions and concerns. There is sound evidence that demonstrates that the consultation process at the Trust takes this on board and has adapted new proposals in line with suggestions offered by the wider staff. In some cases where there have been significant concerns raised by staff, new initiatives or changes have been abandoned. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to all staff queries and gives respectful and full comprehensive feedback to staff.

Equality and Diversity
St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, faith, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully**.**

Gender Pay Gap
In 2025, our strong, diverse and engaged network of 226 employees indicates a pay gap of 4% in favour of the male gender based on an hourly rate of pay. Further analysis is as follows:

Gender	Staff	Staff%	Rate/Hour
Male	78	35%	18.31
Female	148	65%	17.50

The proportions of male and female employees in respective pay bands are as follows:

Quartile	Female	Male
Lower	78.6%	21.4%
Lower Middle	68.4%	31.6%
Middle	58.9%	41.1%
Upper	56.1%	43.9%

The Core Senior Leadership Team is comprised of 4 males and 4 females, with a pay gap of 9% in favour of the female gender and it is to be noted that this includes the Executive Principal of the organisation who is of the female gender.

Our strategy is to continue to create a culture of inclusion and development for everyone and we will continue to shape a more diverse and inclusive culture at the Trust.

Pupil Data
The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2025 Pupils	*of which* Boarding	2025 Boarders	Key Stage	2024 Pupils	*of which* Boarding	2024 Boarders
KS 1	9	Weekly	4	KS 1	2	Weekly	4
KS 2	9	Termly	1	KS 2	8	Termly	1
KS 3	17	52 week	5	KS 3	21	52 week	5
KS 4	20			KS 4	16		
KS 5	20			KS 5	22		
Total	75		10	Total	69		10

Supported Living Tenancies at August 2025: Springvale: 7 tenancies (2024: 7 tenancies).

Admissions and Funding
Admissions criteria for the school and college require potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students either already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are fully funded by public bodies. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Fundraising

The Trust does not engage any third-party fundraisers, the fundraising team ensure that all reasonable steps are taken to protect vulnerable people from inappropriate or unwelcomed fundraising approaches. The Trust has not received any complaints about any aspect of its fundraising. The Trust is registered with the Fundraising Regulator and follows the Code of Fundraising Practice which sets out the responsibilities that apply to fundraising carried out by charitable institutions in the UK.

Our donors take us above and beyond the core funding we receive from Local Authorities and enable us to provide new facilities and equipment for the young people at the Trust. This would not be possible without the support of so many organisations that have helped the Trust to secure the funds it needs to address our ambition for the children and young people we serve.

Compliance with Charity Commission Guidance and Public Benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations.

St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranfold Confederation, an informal confederation of schools in the South Guildford area.

Risk Assessment and Risk Management

During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed and have put in place a comprehensive Risk Register. Major risks have not changed significantly during the course of the year and include the following major risks:

MAJOR RISKS	MITIGATION
Poor safeguarding leading to injury, death, negligence or abuse	Dedicated Designated Safeguarding Lead assisted by a Head of Safeguarding and Inclusion and a Safeguarding Team manage referrals and compliance requirements, ensure risk assessments are pertinent and up to date and monitor potential risks as well as conducting in-depth training and providing regular updates for staff.
Reputational damage	Business Continuity Plan including crisis media management, validity of insurance and comprehensive cover for entirety of operation, protecting interests and managing concerns and expectations of local authorities, Ofsted, CQC, parents/guardians and other stakeholders.
Reliance on local authority commissioning	Maintenance of Ofsted, CQC, statutory and regulatory standards. Application of rigorous admissions procedure. Management of contractual relationships and attendant financial arrangements.
Cyber security	Ensuring up to date protection for all equipment, systems and software across the operation.
Insufficient staff to deliver services	Proactive HR Department with strong recruitment strategies and expert knowledge of sector. Staffing adherence to EHCPs, Risk Assessments and Behaviour Support Plans. Dynamic use of staff, timetabling and class structure.

Trustees have directed the Core Senior Leadership Team to continue to focus on risk reduction in 2025/26 in order to ensure the continued high-quality provision that has been maintained over recent years.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

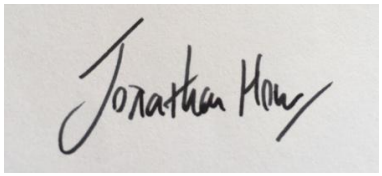
The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware, there is no relevant audit information of which the charity's auditor is unaware, the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have taken steps to establish that the auditor is aware of that information.

Approved by the Trustees on 10 June 2026 and signed as authorised on their behalf by:



Fr Jonathan How
Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF

ST. JOSEPH'S SPECIALIST TRUST

FOR THE YEAR ENDED 31 AUGUST 2025

Opinion

We have audited the financial statements of St Joseph's Specialist Trust for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of charity's affairs as at 31 August 2025 and of its incoming resources and application of resources for the year then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept by the parent charity; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees responsibilities statement set out on page 12, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intends to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, including financial reporting legislation and the Charities SORP (FRS 102), and tax regulations. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be necessary to the charity's ability to operate or to avoid a material penalty. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We also considered the opportunities and incentives that may exist within the charity for fraud. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe UK LLP

Crowe U.K. LLP

Statutory Auditor

Reading

Date: 19 June 2026

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £ Children & Young People Restricted	2025 £ Children & Young People Unrestricted	2025 £ Adult Supported Living Unrestricted	2025 £ Total	2024 £ Total
INCOME						
Charitable activities						
Fees Local Authorities		-	11,334,802	858,908	12,193,710	9,816,417
Fees DfE		-	729,567	-	729,567	738,647
Sundry income		-	116,185	-	116,185	103,343
Voluntary income						
Grants to meet expenditure		69,446	200,108	-	269,554	197,110
Donations		7,186	237	-	7,423	15,979
Other trading activities						
Rental income		-	-	154,127	154,127	154,127
Total income		76,632	12,380,899	1,013,035	13,470,566	11,025,623
EXPENDITURE						
Raising funds	3	-	(1,544)	-	(1,544)	(13,766)
Charitable activities	3	(29,508)	(10,591,242)	(709,292)	(11,330,042)	(10,839,786)
Total expenditure		(29,508)	(10,592,786)	(709,292)	(11,331,586)	(10,853,552)
Net movement in funds		**47,124**	**1,788,113**	**303,743**	**2,138,980**	**172,071**
Fund balances brought forward at 1 September 2024		14,741	17,954,260	1,362,950	19,331,951	19,159,880
Transfers between funds		(54,860)	54,860	-	-	-
Fund balances carried forward at 31 August 2025		**7,005**	**19,797,233**	**1,666,693**	**21,470,931**	**19,331,951**

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The notes on pages 19 to 27 form part of these financial statements.

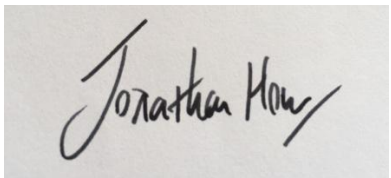
ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	2025 £	2024 £	2024 £
FIXED ASSETS					
Tangible fixed assets	5		16,936,851		16,166,247
Intangible Assets	6		31,737		14,731
CURRENT ASSETS					
Debtors	7	877,513		152,859	
Cash at bank and in hand		4,499,172		3,903,298	
		5,376,685		4,056,157	
CREDITORS: Amounts falling due within one year	8	(649,342)		(628,184)	
NET CURRENT ASSETS			4,727,343		3,427,973
TOTAL ASSETS LESS CURRENT LIABILITIES			21,696,931		19,608,951
CREDITORS: Amounts falling due after one year	8		(225,000)		(277,000)
NET ASSETS			**21,470,931**		**19,331,951**
FUNDS					
Children & Young People		19,797,233		17,954,260	
Adult Supported Living		1,666,693		1,362,950	
Unrestricted funds	9		21,463,926		19,317,210
Restricted funds – Children & Young People	9		7,005		14,741
TOTAL FUNDS	10		**21,470,931**		**19,331,951**

The financial statements were approved and authorised for issue by the Trustees on 10 June 2026 and were signed below on its behalf by:



Fr Jonathan How
Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	2024 £
Net cash provided by operations	A	**1,831,594**	**150,574**
Cash flows from Investing Activities			
Purchase of tangible & intangible assets		(1,235,720)	(656,228)
Net cash (used in) investing activities		**(1,235,720)**	**(656,228)**
Change in cash and cash equivalents in the reporting period	B	**595,874**	**(505,654)**
Net cash and cash equivalents at the beginning of period		3,903,298	4,408,952
Net cash and cash equivalents at end of period		**4,499,172**	**3,903,298**

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS

	2025 £	2024 £
Net movement in funds	2,138,980	172,071
Depreciation	443,200	418,112
Amortisation	4,910	-
(Increase) / Decrease in debtors	(724,654)	(46,403)
(Decrease) / Increase in creditors	(30,842)	(393,206)
Net cash provided by operations	**1,831,594**	**150,574**

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS AND NET DEBT

	At 31-Aug-2024 £	Cash Flows £	Other Changes £	At 31-Aug-2025 £
Cash and cash equivalents	3,903,298	595,874	-	4,499,172
Net cash provided by operations	**3,903,298**	**595,874**	**-**	**4,499,172**

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019. The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern

The financial position and future prospects of the Trust have been assessed, taking into account the funding facilities available, the anticipated ongoing demand for services, and future projected cash flows. Based on this evaluation, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future. Accordingly, the financial statements have been prepared on a going concern basis, as the Trustees have not identified any material uncertainties that would cast significant doubt on the Trust's financial viability.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below. In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income

Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income are accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure

Expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments.

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets

Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Buildings 20 - 50 years (2 - 5% per annum)
Premises adaptations 10 years (10% per annum)
Furniture and fittings 8 years (12 ½ % per annum)
ICT equipment 5 years (20% per annum)
Vehicles 5 years (20 % per annum)

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs of less than £5,000 per item are expensed through the Income and Expenditure account.

Depreciation of fixed assets starts in the year following the acquisition of an asset, and it is calculated over the expected useful life of the asset.

Intangible assets

The Trust capitalises the cost of third-party software that meets the criteria for recognition as an intangible asset. The software is amortised over its estimated useful life of 3 years. Impairment reviews are conducted annually or when indicators of impairment arise.

Amortisation of intangible assets starts in the year following the acquisition of an asset, and it is calculated over the expected useful life of the asset.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost, with the exception of investments, which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security, other taxes and provisions.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions

Creditors and provisions are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation

The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Pensions

The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments

The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight-line basis over the lease term.

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. They are divided between Children and Young People and Adult Supported Living.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity.

2. NET INCOME

	2025	2024
	£	£
Net income is stated after charging		
Depreciation of owned tangible fixed assets	443,200	418,112
Auditors' remuneration – non-audit services	4,000	-
Auditors' remuneration – audit services	23,150	21,907
Amortisation of intangible assets	4,910	-

3. ANALYSIS OF TOTAL EXPENDITURE

	2025 Staff Costs	2025 Other Costs	2025 Depreciation	2025 Total	2024 Total
	£	£	£	£	£
Raising funds	1,544	-	-	1,544	13,716
Charitable activities					
Teaching	4,123,225	156,790	-	4,280,015	3,844,731
Welfare	2,836,879	245,884	-	3,082,763	3,148,351
Premises	765,234	328,128	443,200	1,536,562	1,503,656
Support costs	1,560,776	840,418	-	2,401,194	2,303,639
Grants	-	29,508	-	29,508	39,459
	9,287,658	1,600,728	443,200	11,331,586	10,853,552

Restricted expenditure in the period in relation to grants received amounted to £29,508 (2024: £39,459).

The Trust is registered for VAT. Irrecoverable VAT is charged to the relevant expenditure heading. The charity is partially exempt and calculates recoverable VAT using the standard method.

4. PARTICULARS OF EMPLOYEES

	2025	2024
	No.	**No.**
The average persons employed by the Trust during the period was:	226	219
Their total remuneration was:	**£**	**£**
Wages and salaries	7,050,079	6,396,304
Social security costs	742,493	612,886
Other pension costs	534,471	527,929
Other staff costs	305,398	208,725
	8,632,441	7,745,844
Agency staff	655,217	1,007,682
	9,287,658	8,753,526

The total remuneration of key management personnel during the period was £1,043,146 (2024: £932,656). Key management are considered to be the Core Senior Leadership Team and their total remuneration – gross pay, taxable benefits, employer's pension and National Insurance contributions. None of the governors are considered to be key management personnel.

The number of staff with emoluments within the following ranges were:	**2025 No.**	**2024 No.**
£60,001 - £70,000	9	8
£70,001 - £80,000	2	3
£80,001 - £90,000	3	1
£90,001 - £100,000	1	3
£100,001 - £110,000	3	1
£130,001 - £140,000	1	0

Other pension costs include liability provisions for the period of £Nil (2024: £Nil).

The Trust made £138,134 (2024: £121,047) contributions to defined contribution and benefit pension schemes in the period in respect of the higher-paid employees.

Termination payments made in the year were £6,042 (2024: £7,083).

During the year, close family members of key management personnel received remuneration of £19,443 (2024: £4,427).

Trustees and Advisers' remuneration and reimbursed expenses

Trustees do not receive remuneration from the Charity. No trustee had any beneficial interest in any contract with the company during the year.

Trustees were reimbursed for travel expenses incurred in the course of their duties, and Disclosure and Barring Service (DBS) check costs were reimbursed during the year, totalling £311 (2024: £39).

5. TANGIBLE FIXED ASSETS

Leasehold premises

The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999-year lease with only peppercorn rent payable.

	School Leasehold premises	Springvale Leasehold premises	Assets in Construc-tion	Motor vehicles	Computers	Fixture and fittings	Total
At cost or valuation	£	£	£	£	£	£	£
Beginning of period	**17,053,264**	**789,637**	**362,827**	**52,070**	**9,716**	**132,803**	**18,400,317**
Additions	361,083	-	585,033	113,969	-	153,719	**1,213,804**
Transfers	441,038	-	(441,038)	-	-	-	-
End of year	**17,855,385**	**789,637**	**506,822**	**166,039**	**9,716**	**286,522**	**19,614,121**
Depreciation							
Beginning of period	2,115,788	92,643	-	10,414	3,886	11,339	2,234,070
Charge for the period	398,401	15,841	-	10,414	1,943	16,601	443,200
Released on disposal	-	-	-	-	-	-	-
End of year	**2,514,189**	**108,484**	**-**	**20,828**	**5,829**	**27,940**	**2,677,270**
Net Book Value							
As at 31 August 2025	15,341,196	681,153	506,822	145,211	3,887	258,582	16,936,851
As at 31 August 2024	14,937,476	696,994	362,827	41,656	5,830	121,464	16,166,247

6. CAPITAL COMMITMENTS

The Trust has committed to the phased refurbishment of the building, which relates to Phase 1 construction works of £1,956k and an estimated £250k for associated ancillary costs. This is part of its long-term programme to replace the existing deteriorating school structure with modern, sustainable educational facilities. Contractual commitments from suppliers relate to the provision of labour and specific professional services.

7. INTANGIBLE ASSETS

	Opening Balance	Additions	Disposals	Amorti-sation	Work In Progress	Transfers	Closing Balance
At costs	£	£	£	£	£	£	£
Third-party Software	14,731	21,916	-	4,910	-	-	31,737

8. DEBTORS

	2025 £	2024 £
Fee debtors	655,691	20,670
Other debtors	221,822	132,188
	877,513	152,859

9. CREDITORS:

Amounts falling due within one year	2025 £	2024 £
Trade creditors	164,331	192,180
Accruals	111,920	146,365
Staff costs provision	0	62,566
Payroll creditors	333,801	201,340
Other creditors	39,290	25,733
	649,342	628,184

Amounts falling due after one year	2024 £	2024 £
Staff costs provision	225,000	277,000

Pension liabilities

The Trust was notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of one (2024: two) member of staff from the inception date of the scheme in 2010. This was accepted with one member who has since retired and a liability provision based on a settlement agreement between the Trust and the member is now in place and included in the accounts. The final decision by the TPS for the other member of staff who remains in employment has been referred to the Pensions Ombudsman. Pending this decision and following an independent valuation, a total provision of £225,000 (2024: £277,000) has been included in the accounts.

10. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 01 September 2024 £	Income 2025 £	Expenditure 2025 £	Transfers 2025 £	Carried forward at 31 August 2025 £
Children and Young People	17,954,260	12,380,899	(10,592,786)	54,860	19,797,233
Adult Supported Living	1,362,950	1,013,035	(709,292)	-	1,666,693
Unrestricted funds	19,317,210	13,393,934	(11,302,078)	54,860	21,463,926
Restricted funds	14,741	76,632	(29,508)	(54,860)	7,005
Total funds	19,331,951	13,470,566	(11,331,586)	-	21,470,931

Statement Of Funds – Comparative

	Brought forward at 01 September 2023 £	Income 2024 £	Expenditure 2024 £	Transfers 2024 £	Carried forward at 31 August 2024 £
Children and Young People	18,022,145	9,806,498	(9,939,399)	65,016	17,954,260
Adult Supported Living	1,129,769	1,107,875	(874,694)	-	1,362,950
Unrestricted funds	19,151,914	10,914,373	(10,814,093)	65,016	19,317,210
Restricted funds	7,966	111,250	(39,459)	(65,016)	14,741
Total funds	19,159,880	11,025,623	(10,853,552)	-	19,331,951

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Tangible Fixed & Intangible Assets	16,968,588	-	16,968,588	16,180,978
Current assets	5,369,680	7,005	5,376,685	4,056,157
Current liabilities	(649,342)	-	(649,342)	(628,184)
Non-current liabilities	(225,000)	-	(225,000)	(277,000)
	21,463,926	7,005	21,470,931	19,331,951

Analysis Of Net Assets Between Funds – Comparative

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Tangible Fixed & Intangible Assets	16,180,978	-	16,180,978	15,942,862
Current assets	4,041,416	14,741	4,056,157	4,515,409
Current liabilities	(628,184)	-	(628,184)	(859,807)
Non-current liabilities	(277,000)	-	(277,000)	(438,584)
	19,317,210	14,741	19,331,951	19,159,880

12. OPERATING LEASE COMMITMENTS

At 31 August 2025, there were operating lease commitments of an insignificant amount.

13. PENSION COSTS

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £330,098 (2024: £277,463) and at the year-end £43,193 (2024: £36,900) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

(b) Group Personal Pension

The Trust participates in defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £292,040 (2024: £269,498).

14. POST BALANCE SHEET EVENT

After the reporting date, the Trust identified significant structural damage to one of its buildings. Although no independent specialist review has been undertaken, management considers the building to be unsafe and expects that full demolition will be required. The damage arose after the year-end as a result of pipes bursting during a period of unusually cold weather, and therefore does not relate to conditions existing at the balance sheet date. Accordingly, no adjustment has been made to these financial statements.

The net book value of the building at the year-end was £204,750.

15. STATEMENT OF FINANCIAL ACTIVITIES – COMPARATIVE

	2024 £ Children & Young People Restricted	2024 £ Children & Young People Unrestricted	2024 £ Adult Supported Living Unrestricted	2024 £ Total
INCOME				
Charitable activities				
Fees Local Authorities	-	8,862,669	953,748	9,816,417
Fees DfE	-	738,647	-	738,647
Sundry income	-	103,343	-	103,343
Voluntary income				
Grants to meet expenditure	101,539	95,571	-	197,110
Donations	9,711	6,268	-	15,979
Other trading activities				
Rental income	-	-	154,127	154,127
Total income	111,250	9,806,498	1,107,875	11,025,623
EXPENDITURE				
Raising funds	-	(13,766)	-	(13,766)
Charitable activities	(39,459)	(9,925,633)	(874,694)	(10,839,786)
Total expenditure	(39,459)	(9,939,399)	(874,694)	(10,853,552)
Net movement in funds	**71,791**	**(132,901)**	**233,181**	**172,071**
Fund balances brought forward at 1 September 2023	7,966	18,022,145	1,129,769	19,159,880
Transfers between funds	(65,016)	65,016	-	-
Fund balances carried forward at 31 August 2024	**14,741**	**17,954,260**	**1,362,950**	**19,331,951**

16. RELATED PARTY TRANSACTIONS

No Trustees made a donation to the Charity in the year (2024: £Nil). Details in relation to close family members, Trustees and Advisers' remuneration and reimbursed expenses are detailed within Note 4.

ST JOSEPH'S SPECIALIST TRUST

England & Wales - Charity number 1177680

Accounts

ST. JOSEPH'S SPECIALIST TRUST

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

Christ in Our Lives

No Limits ... Just Possibilities

Registered Charity Number 1177680

ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

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ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 AUGUST 2024

THE TRUST BOARD

Trustees
Dominic John Gorton, Chair of Trustees
Fr. Jonathan Michael How, Vice Chair of Trustees
Richard Boyle
Martin Hill (appointed 23 May 2024)
Kathryn Sarama (resigned 14 May 2024)
Simon Charleton (resigned 24 October 2024)

Governors
Richard Boyle, Chair of Governors
Melissa Longmire, Foundation Governor
Tim O'Dwyer, Governor
Leonie Collingwood-Johnson, Local Authority Governor
Monica Whitehead, Foundation Governor
Annie Sutton, Executive Principal
Simon Jaggard, Head Teacher & Director of Education
Maria Gavrili (resigned 31 August 2024)
Jean Keane, Governor (resigned 31 December 2024)

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, Surrey, GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk
Bankers:	HSBC UK Bank plc 1 Centenary Square Birmingham B1 1HQ Barclays Bank plc 1 Churchill Place London E14 5HP
Auditor	Crowe U.K. LLP R+ Building 2 Blagrave Street Reading, Berkshire RG1 1AZ

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2024

No limits... ...just possibilities", is the mission statement of St Joseph's seen every day in our caring community where actions speak louder than words.

This year, our community of approximately 219 staff have supported 69 young people from the age of 5 – 19 and 13 adults with complex and severe learning disabilities, many of whom are on the autistic spectrum, and have other associated difficulties. We are trusted by Local Authorities, not just locally but also nationally, to provide education and care for some of the most challenging young people who have reached a point of complexity and often of crisis, whereby they can no longer be supported safely or adequately within mainstream settings. We provide fully committed care supported by exceptional expertise and experience in this complex and often physically and emotionally challenging field. To uphold the trust placed in us by Local Authorities, we continue to provide a financially secure and stable environment. We invest all surplus funds into securing and ensuring the continued development and support of our beneficiaries. We are fully focused on the pursuit of securing for our young people a stable future quality of life that represents the highest levels of personal autonomy, self-respect and contentment as is possible for each individual.

We are a Catholic provision with Christian principles at our core; welcoming students, residents and staff of all faiths and of none. We are blessed to know that we can count on such guidance, on His wishes and to follow the wisdom that He has wished for us all.

This year has been challenging, not uniquely to our setting, but by withstanding the cost-of-living crisis and national shortages of skilled staff, St Joseph's has been unswerving in its dedication to the children and adults never compromising their needs. We have continued to work with a wider community of family, guardians and providers.

Once more this year we have sought to improve and excel in our specialist provision for students. Ofsted inspections in both Education and Care support our specialist provision and, in their observations, they highlight;

- Having a rich curriculum that is sharply focused on meeting pupils' needs and aspirations. Pupils' learning and wider development is catered for extremely well.
- Teaching and closely working with therapists is sharply attuned to pupils' learning and development needs and is even more strongly rooted in a holistic understanding of pupils' progress and learning needs. This supports outstanding progress over time.
- There is a heightened focus on preparing pupils for adulthood increasing and broadening pupils' opportunities to experience the world of work. The school provides a rich range of opportunities for all pupils which is highly bespoke to each pupil's interests and aspirations. Links with colleges and local employers are utilised very effectively.
- Safeguarding arrangements are fit for purpose and records are of high quality.
- There is clear evidence that the children who live in our Children's Home are achieving life-changing outcomes. Staff don't let their children's needs slow them down, they ensure that children are able to grow and learn in a fun environment and are supported to spend time in the community participating in activities and creating special memories, building their confidence and independence. Staff are fond of the children knowing their likes and dislikes well and with such a personal investment this has helped children communicate when once they could not, to undertake simple chores even at their home. Managers and staff seek children's views and incorporate these into their care planning so their voice is evident and understood by all working with them.
- Senior managers in Children's Homes support careful planning for children's futures and closely link with Adult Supported Living to assess and provide the best opportunities.
- We continue to invest significantly in plans to provide improvements in facilities.
- St Joseph's Specialist Trust is a happy and caring place.

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2024

The educational highlights of the year include several notable achievements and initiatives:

- The progress made by St. Joseph's and its students in academic, social, and emotional development.
- Retaining the prestigious Gold Award, being named overall winner of Guildford in Bloom Schools Category.
- The partnership with The Forge on The Green Café in Shamley Green which selected one of our students to participate in their Barista-supported internship pilot as part of the Forging Futures charity initiative.
- Ongoing support for Teaching Assistants (TAs) transitioning to Teachers, with successful completion of Initial Teacher Training (ITT) and Early Career Framework (ECF) programs this year and plans to include Qualified Teacher Learning and Skills (QTLS) alongside ITT and ECF next year.
- The Creative Arts program reaffirmed St. Joseph's Art Mark Gold Award, which recognises excellence in arts education and commitment to integrating creative arts into the curriculum. Additionally, the program benefited from active support from the Cranleigh Lions, a local charitable organisation known for its contributions to community development and support for educational initiatives.
- Educational leadership demonstrated flexibility by absorbing the responsibilities of the Deputy Head role for half the academic year.
- Achieving recognition as an Oscar Romero Accredited School, a status that celebrates a commitment to social justice, inclusivity, and Catholic values within education. This was complemented by the School Chaplain attaining status as a Catholic Schools Inspector (CSI).
- As an Autism Education Trust (AET) license holder for Surrey, the school has made significant progress by developing specialised training programs and initiating outreach activities. In the coming years, senior leaders are set to gain hands-on experience as consultants, further enhancing their expertise in supporting students with autism.
- Enriching staff induction and continuous professional development (CPD) with AET-certified training.
- Deepening understanding of autism through the Anna Freud National Centre for Children and Families Leader Training Programme, which focuses on promoting mental health and emotional well-being in children and families, as well as advancing the expertise of education professionals.
- The Headteacher's ongoing contributions as a National Association of Independent Schools and Non-Maintained Special Schools (NASS) School Improvement Partner.

The sterling work and commitment by the Adult Supported Living staff in the year have led to residents who use the service and their relatives, who speak highly of the service, feeling that they are supported in a kind and caring way. Residents with individual goals are able to live independent lives with maximum control that includes dignity, privacy and respect for human rights. Above all, the right culture, ethos, values, attitudes and behaviours of leaders and care staff ensure residents lead confident, inclusive and empowered lives. In addition, St Joseph's has always ensured that Adult Supported Living accommodation, which is situated in residential areas, has no outward signs to differentiate it from other houses in the street, so that the residents are able to be a part of the community.

Our unique setting for children is in a 23-acre site situated on the outskirts of Cranleigh nestled in the scenic Surrey Hills. Cranleigh is England's largest village, providing not only a supportive community but also many vibrant opportunities for the children and adults in our care; being just on our doorstep, we are most fortunate to benefit from its patronage in many ways. The site is surrounded with fields, woodland, local flora and fauna. A world that offers grace and guidance, a time for insight, renewal and healing, to listen and learn, and surmount the challenges the young people and adults face daily.

Such high standards highlight our greatest asset, our dedicated and committed staff who directly contribute towards the overall wellbeing, future happiness and quality of life of our young people and vulnerable adults. In turn, this also impacts directly on the quality of life and the happiness of siblings and family members. They do so by collectively providing innovative leadership, teaching in classes, therapeutic support, safeguarding and protecting, being custodians of care in our children's home and having vital support staff who, together with all staff ensure that St Joseph's runs successfully and smoothly. As a 52-week, 24-hour, 7 day a week organisation, St Joseph's never really sleeps or stops.

The current residential Children's Homes have been updated to a very high level of comfort, practicality and homeliness. We also intend to relocate the education facilities contained in the building referred to as a 'School' into the main College Building to enable us to safely remove this ageing and cost inefficient asset with the plan to replace with a purpose built, high efficiency provision that will fully meet the needs of our Explorers Pathway students.

Mindful of our duties towards the prudent use of public funds, we continue to provide a highly specialist provision that represents excellent value for our Local Authority Placement Partners. The provision at St Joseph's continues to produce tangible and measurable results that support life changing improvements for the quality of life and prospects for independence to the extremely challenging and complex young people that we support regionally. The benefits of a placement at St Joseph's extends further beyond the significant impact on the young person who attends St Joseph's, and the opportunities to access education effectively and better-quality family life are seen in siblings, as well as affording parents the opportunity to return to employment and embrace a new, safer and fulfilling family life.

St Joseph's strives every day to make positive futures from despair, conjuring happiness from sadness, creating the best possible quality of life right now for everyone at St Joseph's and providing a lasting legacy of hope and security for the lives of the students, the supported adults and their families. As we go forward into the unknown elements of 2024-25, the support, love and compassion of our community is a given, the impossible becomes possible.

There are *"no limits……just possibilities"*,

Annie Sutton
Executive Principal

The Trustees present their annual Trustees' Report for the year ended 31 August 2024, together with the audited financial statements.

About the Trust
St Joseph's Specialist Trust comprises a non-maintained, co-educational school / college and registered children's home for students aged 5-19 with Autism Spectrum Disorder (ASD) & complex needs and supported living accommodation houses for vulnerable adults. St. Joseph's was originally founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

At the heart of St Joseph's, and reflecting its Catholic foundation, is a commitment to furthering the coming of God's kingdom through ensuring that young people with ASD and complex learning needs are enabled to grow as children of God and members of the human family and to share as fully as possible in its life. St Joseph's welcomes all those, like its staff, supporters, residents, students and their families all those who share this aim, irrespective of their own faith or beliefs.

Established as an independent Charitable Incorporated Organisation (CIO) on 1st September 2018, the assets and liabilities of St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, were transferred to the Trust from the Diocese under a 999-year lease with peppercorn rent.

Objectives and Activities
The objects of the CIO are for the public benefit, and are given in its constitution as:
(a) the advancement of the Roman Catholic religion;
and, in accordance with the tenets, teaching and practices of the Roman Catholic religion:
(b) the advancement of education and training; and
(c) the provision of residential accommodation and support to those in need,

This is achieved, particularly but not exclusively within Surrey and Sussex by:
(a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
(b) the provision of residential accommodation to children and young people, and supported housing to adults, both of these with complex learning and behavioural difficulties.

The St Joseph's campus sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

St Joseph's School and College
St Joseph's School and College offers a fully integrated approach that enables it to meet the needs of young people with complex learning needs, who additionally have often experienced crisis, rejection or exclusion leading to a fear of school. Learning and teaching at St Joseph's is fully integrated with a broad range of therapies and opportunities, including speech and language therapy, occupational therapy, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café.

Each of the small classes is run by a trio of teacher, occupational therapist plus a speech and language therapist supported by a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning, which traditional educational approaches have failed to achieve.

Mental health and well-being are supported through daily therapy led group sessions. The availability of a clinical psychologist and a psychiatrist in-house gives students fast and effective access to Child and Adolescent Mental Health Services (CAMHS) as required.

St Joseph's School and College continued

In place of the usual Key Stages, students at St Joseph's follow one of three educational pathways:

- Adventurer Pathway: for students identified as having the ability and disposition to follow a more academic route through the school, who on leaving St Joseph's are likely to go into Further Education and then employment. Although the academic side of the Adventurer Pathway is important, there is also an equally important emphasis on developing social and life skills, and internal and external work experience placements at an appropriate age.
- Discoverer Pathway: enables students to follow a curriculum that prepares them for a future that is likely to be in a specialist residential Further Education college, or in supported living, with part-time working and as great a degree of autonomy as possible being long-term goals.
- Explorer Pathway: nurtures students characterised as having higher levels of dependency in the areas of communication, social interaction and relationships, flexibility of thought (activities and interests) and sensory issues. They may have high levels of need in personal care and health. It is anticipated that students in this Pathway will continue to require high levels of support into adult life and that some will continue to be non-verbal, relying on augmentative and alternative communication systems. The curriculum for these students aims to develop their communication and independence.

St Joseph's engages in research through the National SENCO Award with research assignments being carried out by the Pathway Leaders. The Director of Care is currently engaged in a research project exploring the impact of transitions for young people with complex needs and ASD in the residential care setting.

Children's Home

St Joseph's Specialist Trust is registered with Ofsted as a Children's Home. There are 4 homes that encourage and support young people to maximise their full potential. Young people have the benefit of the waking day curriculum where they develop and achieve in many aspects of their lives and maximise key skills towards independent living. They can spend time pursuing their various hobbies and interests whilst achieving their objectives within their Educational Health and Care Plan (EHCP). Staff encourage and support young people in all areas of independence and the development of skills to enable interaction out in the community. The links to education and therapies ensure a cohesive and consistent approach in all areas of their home.

Adult Supported Living

Supported Living for vulnerable adults is provided at Springvale. This was opened as an adult supported living in 2012. Standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities this offers.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

The Trust had restructured Adult Supported Living arrangements in 2023/24, following a review of the costs incurred, and has terminated the provision of services at Long Barn in October 2023.

Achievement and Performance

In 2023/24 St Joseph's provided quality education to 69 children and young people (2023: 73), and supported living for 13 adults (2023: 13). Student progress is monitored using CASPA (Comparison and Analysis of Special Pupil Attainment) scores. Considering overall progress against expectations, of a cohort of 69 students in KS1-5:

- 7 students exceeded expectations.
- 59 students met expectations.
- 3 students were cause for concern

The data further suggests that many students make significant progress above previous expectations when they move into the St Joseph's setting.

Achievement and Performance (continued)
This provision is highly rated. The School and College was given overall grade 1 for effectiveness by the inspectors of the Catholic Schools Inspectorate in December 2019 and then confirmed, in March 2020 and October 2022, by inspections from West Sussex Local Authority and Surrey Local Authority respectively, on behalf of the CCRAG, a joint commissioning group of local authorities. In February 2023 OFSTED maintained their assessment that the education provision is Outstanding in all areas.

The Care Quality Commission (CQC) inspect adult supported living provision. The last report on Springvale was following an inspection in January 2022 and which assessed "Good" across all aspects of provision. The CQC reviewed the information to date in July 2023 and confirmed that the service performed well and met the expectations. In June 2023, Ofsted Care confirmed the Trust provides effective care services that meet the requirements for Good.

Financial Review
The Trust generated a surplus £172,071 for the year (2023: £299,270). The Trust's work with Children and Young People generated a loss of £132,901 (2023: a surplus of £95,638). Adult supported living generated a surplus of £233,181 (2023: £203,632). Key Performance Indicators show a net surplus margin of 1.56%, working capital of £3.15m and a current ratio of approximately 6:1. This reflects the reserves policy established by the Trustees as set out below.

The principal source of income this year has been the fees and bursaries received from Local Authorities and the Education and Skills Funding Agency, to secure an appropriate and effective education and care that meets the significant additional needs of the children who are placed at St Joseph's. The largest part of this relates to the funding provided by Local Authorities.

Despite a lengthy waiting list of potential applicants, the Trust is unable to increase intake to capacity because of severe staff recruitment challenges experienced across the sector. The Trust makes use of contractor/agency staff to fill some gaps but the costs of these remain significant and account for some of the underlying volatility in overall staffing costs. The Trust has measures in place to alleviate this position and to retain directly employed staff. The Trust continues to apply robust cost controls to general overheads at the point of planning as well as delivery.

Capital expenditure in the year has been spent on improving facilities principally on accommodation for children in care as part of a long-term strategy to ensure that higher standards are met. The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

All funds raised in connection with operating activities are solely expended for the benefit of the Trust and its beneficiaries who are the Children & Young People and adults in Supported Living.

Reserves policy
The Trustees recognise the need for the Trust to maintain sufficient reserves to:

i. provide for future maintenance and development of the infrastructure;
ii. provide for managed closure, possibly without much income but with a responsibility to ensure the wellbeing of its children, young people and adults;
iii. provide for variations of cash flow;
iv. cover its duties for staff pensions' liabilities.

The Trustees have established an initial target for free reserves, in net current assets, of 6 months operating costs. They plan to build this up over the coming years by generating a small operating surplus while meeting their duties to provide Value for Money for public funds. At year end free reserves stand at £3,136,232 (2023: £3,209,052) against a target of £5.5 million. At 31st August 2024 the Trust has a restricted fund of £14,741 (2023: £7,966) in relation to general donations.

Future Plans

Café "Caritas", from Latin "charity" or "love for all", has opened its doors in the Work Skills & Enterprise Centre. The café provides lunches served by students to staff members, entailing an integral part of a program designed to develop essential work-life skills. It is planned for the Work Skills & Enterprise Centre to also serve as an outreach amenity for the local community.

The Trust is excited to announce that the reconstruction of the swimming pool, which sustained damage from a fire in 2022, has been completed and is now ready to provide valuable services to the students.

Plans are in place, subject to placement in 2025/26 to extend the Adult Supported Living accommodation to include the Lodge which currently serves as a Children's Home. It is expected to house three residents who are currently college students at St Joseph's.

Plans are underway to enhance the educational facilities within the main building, transforming it into a dedicated space exclusively for school and college activities. This initiative seeks to replace the deteriorating school building, which demands substantial financial investment to ensure a safe and healthy learning environment for the students.

The past few years, with respect to the quality of education, have been spent focusing on driving the quality of teaching delivery and developing the pathway curriculum. Through this, we have seen a significant drop in negative pupil behaviour as an indicator of improved engagement, alongside other initiatives such as more ongoing and developmental Behaviour Support training for all staff and improved induction of new staff. We are now turning our heads towards the Cognitive Science, which underpins the curriculum; the repetition and spacing of information to optimise on the long-term retention of knowledge and development of skills. By lengthening the time between recalling information, a student will improve their long-term memory and hopefully their understanding. Teachers are also using evidence-based practice to support existing processes and explain why we use certain ASD friendly approaches, which provide them with both the credibility and the confidence in developing their practice.

Structure, Governance and Management

The Board of Trustees was originally appointed on the date of incorporation (23 March 2018). The Board of Governors of the School and College became a sub-committee of the Trust (Education Governing Committee), supporting the Trustees in the governance of the educational activities of the school and college. Members of the Education Governing Committee are still known as governors, though the usual responsibilities of a Governing Board now sit with the Board of Trustees. The current Trustees and Governors are listed on page 1.

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; it holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity. The Board meets at least four times a year. Day to day management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters.

The Board of Trustees has delegated to the Education Governing Committee, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

Structure, Governance and Management (continued)

The Constitution provides for up to eleven Trustees. Eight appointed by members of the CIO, two by the Diocese of Arundel and Brighton and one by the Bishop of Arundel and Brighton. The consent of both the Trustees and the Bishop of Arundel and Brighton is needed to amend the objects of the Trust. The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities.

New Trustees receive an introduction to the work of the Trust from the Core Senior Leadership Team. Trustee training is accessed through Strictly 4 Education and other training services. Most Trustees bring significant skills from other settings. The Trustees and the Governors understand their roles in relation to equality and diversity, and comply with legislative requirements including those relating to disability, safeguarding, and health and safety.

Management

The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:

Annie Sutton	Executive Principal
Alan Day	Director Residential Care
Cedric de Souza	Director of Finance
Elizabeth Hurst	Director of Business
Simon Jaggard	Director of Education (Head Teacher)
Adrian Maxey	Director of Estates & Facilities
Karen May	Director of Therapies
Elizabeth Sanders	Director of Human Resources

Employee involvement

St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and email circulars. Each half term welcomes all staff with an update on the current state of affairs led by the Executive Principal and supported by all Core and Senior Leaders. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. In matters that significantly change policies or terms, full and extensive consultation processes are followed, to ensure that all staff are able to offer their opinions, suggestions and concerns. There is sound evidence that demonstrates that the consultation process at the Trust takes this on board and has adapted new proposals in line with suggestions offered by the wider staff. In some cases where there have been significant concerns raised by staff, new initiatives or changes have been abandoned. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to all staff queries and gives respectful and full comprehensive feedback to staff.

Equality and Diversity

St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, faith, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully.

Gender Pay Gap
In 2024, our strong, diverse and engaged network of 219 employees indicates a pay gap of 3% in favour of the male gender based on an hourly rate of pay. Further analysis is as follows:

Gender	Staff	Staff%	Rate/Hour
Male	77	35%	16.68
Female	142	65%	16.13

The proportions of male and female employees in respective pay bands are as follows:

Quartile	Female	Male
Lower	65.2%	34.8%
Lower Middle	66.7%	33.3%
Middle	66.7%	33.3%
Upper	50%	50%

The Core Senior Leadership Team is comprised of 4 males and 4 females, with a pay gap of 5% in favour of the female gender and it is to be noted that this includes the Executive Principal of the organisation who is of the female gender.

Our strategy is to continue to create a culture of inclusion and development for everyone and we will continue to shape a more diverse and inclusive culture at the Trust.

Pupil Data
The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2024 Pupils	*of which* Boarding	2024 Boarders
KS 1	2	Weekly	4
KS 2	8	Termly	1
KS 3	21	52 week	5
KS 4	16		
KS 5	22		
Total	69		10

Key Stage	2023 Pupils	*of which* Boarding	2023 Boarders
KS 1	0	Weekly	4
KS 2	13	Termly	1
KS 3	23	52 week	11
KS 4	18		
KS 5	19		
Total	73		16

Supported Living Tenancies at August 2024: Springvale: 7 tenancies (2023: 7 tenancies), Long Barn: 0 tenancies (2023: 6 tenancies).

Admissions and Funding
Admissions criteria for the school and college require potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students either already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are fully funded by public bodies. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Fundraising
The Trust does not engage any third-party fundraisers, the fundraising team ensure that all reasonable steps are taken to protect vulnerable people from inappropriate or unwelcomed fundraising approaches. The Trust has not received any complaints about any aspect of its fundraising. The Trust registered with the Fundraising Regulator and follow the Code of Fundraising Practice which sets out the responsibilities that apply to fundraising carried out by charitable institutions in the UK.

Our donors take us above and beyond the core funding we receive from Local Authorities and enable us to provide new facilities and equipment for the young people at the Trust. This would not be possible without the support of so many organisations that have helped the Trust to secure the funds it needs to address our ambition for the children and young people we serve.

Compliance with Charity Commission Guidance and Public Benefit
The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations.

St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranfold Confederation, an informal confederation of schools in the South Guildford area.

Risk Assessment and Risk Management
During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed and have put in place a comprehensive Risk Register. Major risks have not changed significantly during the course of the year and include the following major risks:

MAJOR RISKS	MITIGATION
Poor safeguarding leading to injury, death, negligence or abuse	Dedicated Designated Safeguarding Lead assisted by a Head of Safeguarding and Inclusion and a Safeguarding Team manage referrals and compliance requirements, ensure risk assessments are pertinent and up to date and monitor potential risks as well as conducting in-depth training and providing regular updates for staff.
Reputational damage	Business Continuity Plan including crisis media management, validity of insurance and comprehensive cover for entirety of operation, protecting interests and managing concerns and expectations of local authorities, Ofsted, CQC, parents/guardians and other stakeholders.
Reliance on local authority commissioning	Maintenance of Ofsted, CQC, statutory and regulatory standards. Application of rigorous admissions procedure. Management of contractual relationships and attendant financial arrangements.
Cyber security	Ensuring up to date protection for all equipment, systems and software across the operation.
Insufficient staff to deliver services	Proactive HR Department with strong recruitment strategies and expert knowledge of sector. Staffing adherence to EHCPs, Risk Assessments and Behaviour Support Plans. Dynamic use of staff, timetabling and class structure.

Trustees have directed the Core Senior Leadership Team to continue to focus on risk reduction in 2024/25 in order to ensure the continued high-quality provision that has been maintained over recent years.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware, there is no relevant audit information of which the charity's auditor is unaware, the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have taken steps to establish that the auditor is aware of that information.

Approved by the Trustees on 5th March 2025 and signed as authorised on their behalf by:

.....

Dominic Gorton
Chair of Trustees

Opinion
We have audited the financial statements of St Joseph's Specialist Trust for the year ended 31 August 2024 which comprise of the Statement of Financial Activities, the Balance Sheet, the Cash flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 12 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud. The laws and regulations we considered in this context were Children's Home Regulations 2015, Non- Maintained Special Schools (England) Regulations 2015, Safeguarding regulations, Health & Safety legislation, General Data Protection Regulations, Food Hygiene Standards, OFSTED and Care Quality Commission regulations.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would be to identify it. In addition, as with any audit, there remains a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe UK LLP

Crowe U.K. LLP

Statutory Auditor

Reading

Date: 7 March 2025

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £ Children & Young People Restricted	2024 £ Children & Young People Unrestricted	2024 £ Adult Supported Living Unrestricted	2024 £ Total	2023 £ Total
INCOME						
Charitable activities						
Fees Local Authorities		-	8,862,669	953,748	9,816,417	10,676,147
Fees ESFA		-	738,647	-	738,647	835,973
Sundry income		-	103,343	-	103,343	5,687
Voluntary income						
Grants to meet expenditure		101,539	95,571	-	197,110	228,113
Donations		9,711	6,268	-	15,979	64,561
Other trading activities						
Rental income		-	-	154,127	154,127	154,127
Total income		111,250	9,806,498	1,107,875	11,025,623	11,964,608
EXPENDITURE						
Raising funds	3	-	(13,766)	-	(13,766)	(32,766)
Charitable activities	3	(39,459)	(9,925,633)	(874,694)	(10,839,786)	(11,632,572)
Total expenditure		(39,459)	(9,939,399)	(874,694)	(10,853,552)	(11,665,338)
Net movement in funds		**71,791**	**(132,901)**	**233,181**	**172,071**	**299,270**
Fund balances brought forward at 1 September 2023		7,966	18,022,145	1,129,769	19,159,880	18,860,610
Transfers between funds		(65,016)	65,016	-	-	-
Fund balances carried forward at 31 August 2024		**14,741**	**17,954,260**	**1,362,950**	**19,331,951**	**19,159,880**

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The notes on pages 19 to 25 form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	2024 £	2023 £	2023 £
FIXED ASSETS					
Tangible fixed assets	5		16,166,247		15,942,862
Intangible Assets	6		14,731		-
CURRENT ASSETS					
Debtors	7	152,859		106,457	
Cash at bank and in hand		3,903,298		4,408,952	
		4,056,157		4,515,409	
CREDITORS: Amounts falling due within one year	8	(628,184)		(859,807)	
NET CURRENT ASSETS			3,427,973		3,655,602
TOTAL ASSETS LESS CURRENT LIABILITIES			19,608,951		19,598,464
CREDITORS: Amounts falling due after one year	8		(277,000)		(438,584)
NET ASSETS			**19,331,951**		**19,159,880**
FUNDS					
Children & Young People		17,954,260		18,022,145	
Adult Supported Living		1,362,950		1,129,769	
Unrestricted funds	9		19,317,210		19,151,914
Restricted funds – Children & Young People	9		14,741		7,966
TOTAL FUNDS			**19,331,951**		**19,159,880**

The financial statements were approved and authorised for issue by the Trustees on 5th March 2025 and were signed below on its behalf by:

.....

Dominic Gorton
Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	2023 £
Net cash provided by operations	A	**150,574**	**1,224,571**
Cash flows from Investing Activities			
Purchase of fixed & intangible assets		(656,228)	(932,187)
Net cash (used in) investing activities		**(656,228)**	**(932,187)**
Change in cash and cash equivalents in the reporting period	B	**(505,654)**	**292,384**
Net cash and cash equivalents at the beginning of period		4,408,952	4,116,568
Net cash and cash equivalents at end of period		**3,903,298**	**4,408,952**

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS

	2024 £	2023 £
Net movement in funds	172,071	299,270
Depreciation	418,112	406,284
(Increase) / Decrease in debtors	(46,403)	396,415
(Decrease) / Increase in creditors	(393,206)	122,602
Net cash provided by operations	**150,574**	**1,224,571**

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS AND NET DEBT

	At 31-Aug-2023 £	Cash Flows £	Other Changes £	At 31-Aug-2024 £
Cash and cash equivalents	4,408,952	(505,654)	-	3,903,298
Net cash provided by operations	**4,408,952**	**(505,654)**	**-**	**3,903,298**

1. ACCOUNTING POLICIES

Basis of preparation
The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019. The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern
The financial position and future prospects of the Trust have been assessed, taking into account the funding facilities available, the anticipated ongoing demand for services, and future projected cash flows. Based on this evaluation, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future. Accordingly, the financial statements have been prepared on a going concern basis, as the Trustees have not identified any material uncertainties that would cast significant doubt on the Trust's financial viability.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below. In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income
Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income are accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure
Expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The Trust is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets
Tangible assets, except the freehold property, are stated at cost less depreciation.
Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Buildings 20 - 50 years (2 - 5% per annum)
Premises adaptations 10 years (10% per annum)
Furniture and fittings 8 years (12 ½ % per annum)
ICT equipment 5 years (20% per annum)
Vehicles 5 years (20 % per annum)

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs of less than £5,000 per item are expensed through the Income and Expenditure account.

Depreciation of fixed assets starts in the year following the acquisition of an asset, and it is calculated over the expected useful life of the asset.

Intangible assets
The Trust capitalises the cost of third-party software that meets the criteria for recognition as an intangible asset. The software is amortised over its estimated useful life of 3 years. Impairment reviews are conducted annually or when indicators of impairment arise.

Amortisation of intangible assets starts in the year following the acquisition of an asset, and it is calculated over the expected useful life of the asset.

Financial instruments
Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation
The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Pensions

The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments

The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight-line basis over the lease term.

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. They are divided between Children and Young People and Adult Supported Living.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity.

2. NET INCOME

	2024	2023
	£	£
Net income is stated after charging		
Depreciation of owned tangible fixed assets	418,112	406,284
Auditors' remuneration – non-audit services	-	-
Auditors' remuneration – audit services	21,907	19,915

3. ANALYSIS OF TOTAL EXPENDITURE

	2024 Staff Costs	2024 Other Costs	2024 Depreciation	2024 Total	2023 Total
	£	£	£	£	£
Raising funds	13,716	-	-	13,716	32,766
Charitable activities					
Teaching	3,738,016	106,715	-	3,844,731	3,591,328
Welfare	3,006,080	142,271	-	3,148,351	4,294,396
Premises	691,099	394,445	418,112	1,503,656	1,790,107
Support costs	1,304,615	999,024	-	2,303,639	1,829,532
Grants	-	39,459	-	39,459	127,209
	8,753,526	1,681,914	418,112	10,853,552	11,665,338

Restricted expenditure in the period in relation to grants received amounted to £39,459 (2023: £127,209).

4. PARTICULARS OF EMPLOYEES

	2024	2023
	No.	No.
The average persons employed by the Trust during the period was:	219	240
Their total remuneration was:	£	£
Wages and salaries	6,396,304	6,701,930
Social security costs	612,886	674,698
Other pension costs	527,929	491,008
Other staff costs	208,725	281,320
	7,745,844	8,148,956
Agency staff	1,007,682	1,492,583
	8,753,526	9,641,539

The total remuneration of key management personnel during the period was £932,656 (2023: £876,299). Key management are considered to be the Core Senior Leadership Team and their total remuneration – gross pay, taxable benefits, employer's pension and National Insurance contributions.

The number of staff with emoluments within the following ranges were:	2024 No.	2023 No.
£60,001 - £70,000	8	3
£70,001 - £80,000	3	3
£80,001 - £90,000	1	3
£90,001 - £100,000	3	1
£100,001 - £110,000	1	1

Other pension costs include liability provisions for the period of £Nil (2023: £Nil).

The Trust made £121,047 (2023: £121,661) contributions to defined contribution and benefit pension schemes in the period in respect of the higher paid employees.

Termination payments made in the year were £7,083 (2023: £Nil).

During the year, close family members of key management personnel received remuneration of £4,427 (2023: £1,628).

Trustees and Advisers' remuneration and reimbursed expenses
Trustees do not receive remuneration from the Charity. No trustee had any beneficial interest in any contract with the company during the year.

Three Trustees were reimbursed expenses totalling £39 (2023: five trustees £65) in the period.

5. TANGIBLE FIXED ASSETS

Leasehold premises

The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999-year lease with only peppercorn rent payable.

	School Leasehold premises	Springvale Leasehold premises	Assets in Construc-tion	Motor vehicles	Computers	Fixture and fittings	Total
At cost or valuation	£	£	£	£	£	£	£
Beginning of period	**16,827,634**	**789,637**	**34,405**	**52,070**	**9,716**	**45,358**	**17,758,820**
Additions	47,585	-	506,467	-	-	87,445	**641,497**
Transfers	178,045	-	(178,045)	-	-	-	-
End of year	**17,053,264**	**789,637**	**362,827**	**52,070**	**9,716**	**132,803**	**18,400,317**
Depreciation							
Beginning of period	1,731,543	76,802	-	-	1,943	5,670	1,815,958
Charge for the period	384,245	15,841	-	10,414	1,943	5,669	418,112
Released on disposal	-	-	-	-	-	-	-
End of year	**2,115,788**	**92,643**	**-**	**10,414**	**3,886**	**11,339**	**2,234,070**
Net Book Value							
As at 31 August 2024	14,937,476	696,994	362,827	41,656	5,830	121,464	16,166,247
As at 31 August 2023	15,096,091	712,835	34,405	52,070	7,773	39,688	15,942,862

6. INTANGIBLE ASSETS

	Opening Balance	Additions	Disposals	Amorti-sation	Work In Progress	Transfers	Closing Balance
At costs	£	£	£	£	£	£	£
Third-party Software IRIS Payrite	-	14,731	-	-	-	-	14,731

7. DEBTORS

	2024 £	2023 £
Fee debtors	20,670	55,792
Other debtors	132,188	50,665
	152,859	106,457

8. CREDITORS:

Amounts falling due within one year	2024 £	2023 £
Trade creditors	192,180	187,805
Accruals	146,365	180,932
Staff costs provision	62,566	4,251
Payroll creditors	201,340	281,746
Other creditors	25,733	205,073
	628,184	859,807

Amounts falling due after one year	2024 £	2023 £
Staff costs provision	277,000	438,584

Pension liabilities

The Trust was notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of two members of staff from the inception date of the scheme in 2010. This was accepted with one member who has since retired and a liability provision based on a settlement agreement between the Trust and the member is now in place and included in the accounts. The final decision by the TPS for the other member of staff who remains in employment has been referred to the Pensions Ombudsman. Pending this decision and following an independent valuation, a further liability provision of £42,000 has been included in the accounts. The Trust has an unregistered Employer-financed Retirement Benefits Scheme for a former employee whose pension is being administered directly by the Trust.

9. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 01 September 2023 £	Income 2024 £	Expenditure 2024 £	Transfers 2024 £	Carried forward at 31 August 2024 £
Children and Young People	18,022,145	9,806,498	(9,939,399)	65,016	17,954,260
Adult Supported Living	1,129,769	1,107,875	(874,694)	-	1,362,950
Unrestricted funds	19,151,914	10,914,373	(10,814,093)	65,016	19,317,210
Restricted funds	7,966	111,250	(39,459)	(65,016)	14,741
Total funds	19,159,880	11,025,623	(10,853,552)	-	19,331,951

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Tangible Fixed & Intangible Assets	16,180,978	-	16,180,978	15,942,862
Current assets	4,041,416	14,741	4,056,157	4,515,409
Current liabilities	(628,184)	-	(628,184)	(859,807)
Non-current liabilities	(277,000)	-	(277,000)	(438,584)
	19,317,210	14,741	19,331,951	19,159,880

11. OPERATING LEASE COMMITMENTS

At 31 August 2024, there were operating lease commitments of an insignificant amount.

12. PENSION COSTS

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £277,463 (2023: £235,017) and at the year-end £2,976 (2023: £nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

(b) Group Personal Pension

The Trust participates in defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £269,498 (2023: £288,265).

ST JOSEPH'S SPECIALIST TRUST

England & Wales - Charity number 1177680

Accounts

ST. JOSEPH'S SPECIALIST TRUST

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

Christ in Our Lives

No Limits ... Just Possibilities

Registered Charity Number 1177680

ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

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ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 AUGUST 2023

CHARITY TRUSTEES AND MEMBERS OF THE EDUCATION GOVERNING COMMITTEE

Trustees
Dominic Gorton, Chair
Kathryn Sarah Sarama
Richard Boyle
Simon Charleton
Fr. Jonathan Michael How
Rebecca Jean Godwin Vickers (*resigned 31 July 2023*)
Una Corning (*resigned 10 July 2023*)
Bernard Gerald Smith (*resigned 31 March 2023*)

Governing Board (formerly Education Governing Committee)
Richard Boyle, Chair
Maria Gavrili
Jean Keane
Melissa Longmire
Tim O'Dwyer
Leonie Collingwood-Johnson
Monica Whitehead
Simon Jaggard
Karen May
Annie Sutton, Executive Principal

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, Surrey, GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk
Bankers:	HSBC UK Bank plc 1 Centenary Square Birmingham B1 1HQ Barclays Bank plc 1 Churchill Place London E14 5HP
Auditor	Crowe U.K. LLP Aquis House 49-51 Blagrave Street Reading, Berkshire RG1 1PL

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2023

No limits.....just possibilities", is the mission statement of St Joseph's seen every day in our caring community where actions speak louder than words.

This year, our community of approximately 240 staff have supported 73 young people from the age of 5 – 19 and 13 adults with complex and severe learning disabilities, many of whom are on the autistic spectrum, and have other associated difficulties. We are trusted by Local Authorities, not just locally but also nationally, to provide education and care for some of the most challenging young people who have reached a point of complexity and often of crisis, whereby they can no longer be supported safely or adequately within mainstream settings. We provide fully committed care supported by exceptional expertise and experience in this complex and often physically and emotionally challenging field. To uphold the trust placed in us by Local Authorities, we continue to provide a financially secure and stable environment. We invest all surplus funds into securing and ensuring the continued development and support of our beneficiaries. We are fully focused on the pursuit of securing for our young people a stable future quality of life that represents the highest levels of personal autonomy, self-respect and contentment as is possible for each individual.

We are a Catholic provision with Christian principles at our core; welcoming students, residents and staff of all faiths and of none. We are blessed to know that we can count on such guidance, on His wishes and to follow the wisdom that He has wished for us all.

This year has been challenging, not uniquely to our setting, but by withstanding the cost-of-living crisis and national shortages of skilled staff, St Josephs has been unswerving in its dedication to the children and adults never compromising their needs. We have continued to work with a wider community of family, guardians and providers.

Once more this year we have sought to improve and excel in our specialist provision for students. Ofsted inspections in both Education and Care support our specialist provision and, in their observations, they highlight;

- Having a rich curriculum that is sharply focused on meeting pupils' needs and aspirations. Pupils' learning and wider development is catered for extremely well.
- Teaching and closely working with therapists is sharply attuned to pupils' learning and development needs and is even more strongly rooted in a holistic understanding of pupils' progress and learning needs. This supports outstanding progress over time.
- There is a heightened focus on preparing pupils for adulthood increasing and broadening pupils' opportunities to experience the world of work. The school provides a rich range of opportunities for all pupils which is highly bespoke to each pupil's interests and aspirations. Links with colleges and local employers are utilised very effectively.
- Safeguarding arrangements are fit for purpose and records are of high quality.
- There is clear evidence that the children who live in our Children's Home are achieving life-changing outcomes. Staff don't let their children's needs slow them down, they ensure that children are able to grow and learn in a fun environment and are supported to spend time in the community participating in activities and creating special memories, building their confidence and independence. Staff are fond of the children knowing their likes and dislikes well and with such a personal investment this has helped children communicate when once they could not, to undertake simple chores even at their home. Managers and staff seek children's views and incorporate these into their care planning so their voice is evident and understood by all working with them.
- Senior managers in Children's Homes support careful planning for children's futures and closely link with Adult Supported Living to assess and provide the best opportunities.
- We continue to invest significantly in plans to provide improvements in facilities.
- St Joseph's Specialist Trust is a happy and caring place.

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2023

The educational highlights in the year to name but a few have been:

- We successfully retained our Outstanding status in our February Ofsted inspection and continue to drive and improve our practice.
- The Headteacher continues to network and support other provisions as a School Improvement Partner.
- We are currently active members of the SENCO (Special Education Needs Co-ordinators) group at the Cranford Confederation. Recently, we provided CPD insets at other local schools, and other organisations have reached out to us to schedule future visits.
- We continue to support teacher training, apprentices and developing future leaders with a number of agencies including ST Polycarp's Teaching Alliance, Xavier Trust and The Schools, Students and Teachers Network (SSAT).
- We continue to actively network through The National Association of Special Schools (NASS), The South and West Association of Leaders in Special Schools (SWALSS), Catholic Independent Schools' Conference (CISC), Challenge Partners and of course our Diocese of Arundel & Brighton.
- We have been awarded the position of Licence Holders for the Autism Education Trust for School outreach training for Surrey. Alongside this development, we plan to have staff training as trainers with the Anna Freud Centre.
- We continue to host our Annual Creativity Conference with workshops with a number of schools from different sectors attending.
- We hosted and ran a new Choices and Decisions Day careers event successfully onsite.
- We are working with a number of provisions to transition our leavers on to the schools and colleges that are available to them in readiness for when they outgrow the need for our high level of intervention specialist support.
- We continue to drive down the need and total counts of the use of high-level interventions with the most challenging young people that we care for.
- Two of our alumni students have reported this year success in applying for and being appointed to paid work, one working as a kitchen porter at his local public house and the other as a member of cleaning and caretaking team at his local primary school.

The sterling work and commitment by the Adult Supported Living staff in the year has led to residents who use the service and their relatives, who speak highly of the service, feeling that they are supported in a kind and caring way. Residents with individual goals are able to live independent lives with maximum control that includes dignity, privacy and respect for human rights. Above all, the right culture, ethos, values, attitudes and behaviours of leaders and care staff ensure residents lead confident, inclusive and empowered lives. In addition, St Joseph's has always ensured that Adult Supported Living accommodation, which is situated in residential areas, has no outward signs to differentiate it from other houses in the street, so that the residents are able to be a part of the community

Our unique setting for children is in a 23-acre site situated on the outskirts of Cranleigh nestled in the scenic Surrey Hills. Cranleigh is England's largest village, providing not only a supportive community but also many vibrant opportunities for the children and adults in our care; being just on our doorstep, we are most fortunate to benefit from its patronage in many ways. The site is surrounded with fields, woodland, local flora and fauna. A world that offers grace and guidance, a time for insight, renewal and healing, to listen and learn, and surmount the challenges the young people and adults face daily.

Such high standards highlight our greatest asset, our dedicated and committed staff who directly contribute towards the overall wellbeing, future happiness and quality of life of our young people and vulnerable adults. In turn, this also impacts directly on the quality of life and the happiness of siblings and family members. They do so by collectively providing innovative leadership, teaching in classes, therapeutic support, safeguarding and protecting, being custodians of care in our children's home and having vital support staff who, together with all staff ensure that St Joseph's runs successfully and smoothly. As a 52-week, 24-hour, 7 day a week organisation, St Joseph's never really sleeps or stops.

Our plans for the future are to consolidate our current residential Children's Home cohort and hold the current number of residents whilst we systematically update the current housing stock to a very high level of comfort, practicality and homeliness. We also intend to relocate the education facilities contained in the building referred to as a 'School' into the main College Building to enable us to safely remove this ageing and cost inefficient asset with the plan to replace with a purpose built, high efficiency provision that will fully meet the needs of, in particular, our Explorers Pathway students.

Mindful of our duties towards the prudent use of public funds, we continue to provide a highly specialist provision that represents excellent value for our Local Authority Placement Partners. The provision at St Joseph's continues to produce tangible and measurable results that support life changing improvements for the quality of life and prospects for independence to the extremely challenging and complex young people that we support regionally. The benefits of a placement at St Joseph's extends further beyond the significant impact on the young person who attends St Joseph's, and the opportunities to access education effectively and better-quality family life are seen in siblings, as well as affording parents the opportunity to return to employment and embrace a new, safer and fulfilling family life.

St Joseph's strives every day to make positive futures from despair, conjuring happiness from sadness, creating the best possible quality of life right now for everyone at St Joseph's and providing a lasting legacy of hope and security for the lives of the students, the supported adults and their families. As we go forward into the unknown elements of 2023-24, the support, love and compassion of our community is a given, the impossible becomes possible.

There are *"no limits.....just possibilities"*,

Annie Sutton
Executive Principal

The Trustees present their annual Trustees' Report for the year ended 31 August 2023, together with the audited financial statements.

About the Trust
St Joseph's Specialist Trust comprises a non-maintained, co-educational school / college and registered children's home for students aged 5-19 with ASD & complex needs and supported living accommodation houses for vulnerable adults. St. Joseph's was originally founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

At the heart of St Joseph's, and reflecting its Catholic foundation, is a commitment to furthering the coming of God's kingdom through ensuring that young people with ASD and complex learning needs are enabled to grow as children of God and members of the human family and to share as fully as possible in its life. St Joseph's welcomes all those, like its staff, supporters, residents, students and their families all those who share this aim, irrespective of their own faith or beliefs.

Established as an independent Charitable Incorporated Organisation (CIO) on 1st September 2018, the assets and liabilities of St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, were transferred to the Trust from the Diocese under a 999-year lease with peppercorn rent.

Objectives and Activities
The objects of the CIO are for the public benefit, and are given in its constitution as:
(a) the advancement of the Roman Catholic religion;
and, in accordance with the tenets, teaching and practices of the Roman Catholic religion:
(b) the advancement of education and training; and
(c) the provision of residential accommodation and support to those in need,

This is achieved, particularly but not exclusively within Surrey and Sussex by:
(a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
(b) the provision of residential accommodation to children and young people, and supported housing to adults, both of these with complex learning and behavioural difficulties.

The St Joseph's campus sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

St Joseph's School and College
St Joseph's School and College offers a fully integrated approach that enables it to meet the needs of young people with complex learning needs, who additionally have often experienced crisis, rejection or exclusion leading to a fear of school. Learning and teaching at St Joseph's is fully integrated with a broad range of therapies and opportunities, including speech and language therapy, occupational therapy, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café.

Each of the small classes is run by a trio of teacher, occupational therapist plus a speech and language therapist supported by a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning, which traditional educational approaches have failed to achieve.

Mental health and well-being are supported through daily therapy led group sessions. The availability of a clinical psychologist and a psychiatrist in-house gives students fast and effective access to Child and Adolescent Mental Health Services (CAMHS) as required.

St Joseph's School and College continued

In place of the usual Key Stages, students at St Joseph's follow one of three educational pathways:

- Adventurer Pathway: for students identified as having the ability and disposition to follow a more academic route through the school, who on leaving St Joseph's are likely to go into Further Education and then employment. Although the academic side of the Adventurer Pathway is important, there is also an equally important emphasis on developing social and life skills, and internal and external work experience placements at an appropriate age.
- Discoverer Pathway: enables students to follow a curriculum that prepares them for a future that is likely to be in a specialist residential Further Education college, or in supported living, with part-time working and as great a degree of autonomy as possible being long-term goals.
- Explorer Pathway: nurtures students characterised as having higher levels of dependency in the areas of communication, social interaction and relationships, flexibility of thought (activities and interests) and sensory issues. They may have high levels of need in personal care and health. It is anticipated that students in this Pathway will continue to require high levels of support into adult life and that some will continue to be non-verbal, relying on augmentative and alternative communication systems. The curriculum for these students aims to develop their communication and independence.

St Joseph's engages in research through the National SENCO Award with research assignments being carried out by the Pathway Leaders. The Director of Care is currently engaged in a research project exploring the impact of transitions for young people with complex needs and ASD in the residential care setting.

Children's Home

St Joseph's Specialist Trust is registered with Ofsted as a Children's Home. There are seven boarding houses that encourage and support young people to maximise their full potential. Young people have the benefit of the waking day curriculum where they develop and achieve in many aspects of their lives and maximise key skills towards independent living. They can spend time pursuing their various hobbies and interests whilst achieving their objectives within their EHCP. Staff encourage and support young people in all areas of independence and the development of skills to enable interaction out in the community. The links to education and therapies to ensure a cohesive and consistent approach in all areas of their home.

Adult Supported Living

Supported Living for vulnerable adults is provided at two locations away from the main site. Springvale, originally a student house, was launched as adult supported living in 2012. Standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities this offers. In 2015 a second provision was opened at Long Barn, in the more rural Beare Green area, a setting well suited to tenants for whom community interaction is extremely challenging. Long Barn is owned by the equity group Equitix Renaissance, the landlord by association is First Priority/Myshon. It is staffed by St Joseph's expert care provision.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

Achievement and Performance

In 2022/23 St Joseph's provided quality education to 73 children and young people (2022: 77), and supported living for 13 adults (2022: 13). Student progress is monitored using CASPA (Comparison and Analysis of Special Pupil Attainment) scores. Considering overall progress against expectations, of a cohort of 73 students in KS1-5:

- 48 students exceeded expectations.
- 19 students met expectations.
- 3 narrowly missed expectations
- 3 students were cause for concern

The data further suggests that many students make significant progress above previous expectations when they move into the St Joseph's setting.

Achievement and Performance (continued)
This provision is highly rated. The School and College was given overall grade 1 for effectiveness by the inspectors of the Catholic Schools Inspectorate in December 2019 and then confirmed, in March 2020 and October 2022, by inspections from West Sussex Local Authority and Surrey Local Authority respectively, on behalf of the CCRAG, a joint commissioning group of local authorities. In February 2023 OFSTED maintained their assessment that the education provision is Outstanding in all areas.

The Care Quality Commission (CQC) inspect adult supported living provision. The last report on Springvale was following an inspection in January 2022 and which assessed "Good" across all aspects of provision. The CQC reviewed the information to date in July 2023 and confirmed that the service performed well and met the expectations. In June 2023, Ofsted Care confirmed the Trust provides effective care services that meet the requirements for Good.

Financial Review
The Trust generated a surplus £299,270 for the year (2022: £613,337). The Trust's work with Children and Young People generated a surplus of £95,638. Adult supported living generated a surplus of £203,632. Key Performance Indicators show a net surplus margin of 2.5%, working capital of £3.2m and a current ratio of approximately 5:1. This reflects the reserves policy established by the Trustees as set out below.

The principal source of income this year has been the fees and bursaries received from Local Authorities and the Education and Skills Funding Agency, to secure an appropriate and effective education and care that meets the significant additional needs of the children who are placed at St Joseph's. The largest part of this relates to the funding provided by Local Authorities.

Despite a lengthy waiting list of potential applicants, the Trust is unable to increase intake to capacity because of severe staff recruitment challenges experienced across the sector. The Trust makes use of contractor/agency staff to fill some gaps but the costs of these remain significant and account for some of the underlying volatility in overall staffing costs. The Trust has measures in place to alleviate this position and to retain directly employed staff. The Trust continues to apply robust cost controls to general overheads at the point of planning as well as delivery.

Capital expenditure in the year has spent on improving facilities principally on accommodation for children in care as part of a long-term strategy to ensure that higher standards are met. The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

All funds raised in connection with operating activities are solely expended for the benefit of the Trust and its beneficiaries who are the Children & Young People and adults in Supported Living.

Appointment of new auditors
In compliance with regulatory requirements, we hereby disclose the appointment of Crowe U.K. LLP as the auditors for the Report & Financial Statements of the Trust for the financial year ending 31 August 2023.

Reserves policy
The Trustees recognize the need for the Trust to maintain sufficient reserves to:

i. provide for future maintenance and development of the infrastructure;
ii. provide for managed closure, possibly without much income but with a responsibility to ensure the wellbeing of its children, young people and adults;
iii. provide for variations of cash flow;
iv. cover its duties for staff pensions' liabilities.

Reserves policy (continued)
The Trustees have established an initial target for free reserves, in net current assets, of 6 months operating costs. They plan to build this up over the coming years by generating a small operating surplus while meeting their duties to provide Value for Money for public funds. At year end free reserves stand at £3,209,052 (restated 2022: £2,661,145) against a target of £5.5 million.

At 31st August 2023 the Trust has a restricted fund of £7,966 (2022: £783k) in relation to general donations. Funds previously held in respect of the Work Skills & Enterprise Centre are no longer restricted as the works have been completed and it is being fully utilized for charitable purposes. There are no other current designated reserves.

Future Plans
It is planned for the Work Skills & Enterprise Centre to also serve as an outreach amenity for the local community.

Plans to further develop the residential facilities at the main site with the addition of two new Day Rooms to two of the existing residential houses have been completed. Work to upgrade and re purpose selected Children's Home housing stock to accommodate the desired standards, which includes en-suite facilities for each bedroom, a separate bathroom in each housing unit has also all been completed. Ofsted Care have worked with St Joseph's to advise and comment on the ageing housing stock of the Children's Home facility.

The Trust plans to restructure Adult Supported Living arrangements in 2023/24, following a review of the costs incurred, and has given notice to withdraw from the provision of services at Long Barn. The Long Barn provision closed in October 2023.

The past few years, with respect to the quality of education, have been spent focusing on driving the quality of teaching delivery and developing the pathway curriculum. Through this, we have seen a significant drop in negative pupil behaviour as an indicator of improved engagement, alongside other initiatives such as more ongoing and developmental Behaviour Support training for all staff and improved induction of new staff. We are now turning our heads towards the Cognitive Science, which underpins the curriculum; the repetition and spacing of information to optimise on the long-term retention of knowledge and development of skills. By lengthening the time between recalling information, a student will improve their long-term memory and hopefully their understanding. Teachers are also using evidence-based practice to support existing processes and explain why we use certain ASD friendly approaches, which provide them with both the credibility and the confidence in developing their practice.

Structure, Governance and Management
The Board of Trustees was originally appointed on the date of incorporation (23 March 2018). The Board of Governors of the School and College became a sub-committee of the Trust (Education Governing Committee), supporting the Trustees in the governance of the educational activities of the school and college. Members of the Education Governing Committee are still known as governors, though the usual responsibilities of a Governing Board now sit with the Board of Trustees. The current Trustees and Governors are listed on page 1.

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; it holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity. The Board meets at least four times a year. Day to day management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters.

The Board of Trustees has delegated to the Education Governing Committee, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

Structure, Governance and Management (continued)
The Constitution provides for up to eleven Trustees. Eight appointed by members of the CIO, two by the Diocese of Arundel and Brighton and one by the Bishop of Arundel and Brighton. The consent of both the Trustees and the Bishop of Arundel and Brighton is needed to amend the objects of the Trust. The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities.

New Trustees receive an introduction to the work of the Trust from the Core Senior Leadership Team. Trustee training is accessed through Strictly 4 Education and other training services. Most Trustees bring significant skills from other settings. The Trustees and the Governors understand their roles in relation to equality and diversity, and comply with legislative requirements including those relating to disability, safeguarding, and health and safety.

Management
The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:

Annie Sutton	Executive Principal
Alan Day	Director Residential Care
Cedric de Souza	Director of Finance
Elizabeth Hurst	Director of Business
Simon Jaggard	Director of Education (Head Teacher)
Adrian Maxey	Director of Estates & Facilities
Karen May	Director of Therapies
Elizabeth Sanders	Director of Human Resources

Employee involvement
St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and email circulars. Each half term welcomes all staff with an update on the current state of affairs led by the Executive Principal and supported by all Core and Senior Leaders. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. In matters that significantly change policies or terms, full and extensive consultation processes are followed, to ensure that all staff are able to offer their opinions, suggestions and concerns. There is sound evidence that demonstrates that the consultation process at the Trust takes this on board and has adapted new proposals in line with suggestions offered by the wider staff. In some cases where there have been significant concerns raised by staff, new initiatives or changes have been abandoned. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to all staff queries and gives respectful and full comprehensive feedback to staff.

Equality and Diversity
St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, faith, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully.

Gender Pay Gap

In 2023, our strong, diverse and engaged network of 242 employees indicates a pay gap of 2% in favour of the female gender based on an hourly rate of pay. Further analysis is as follows:

Gender	Staff	Staff%	Rate/Hour
Male	85	35%	16.02
Female	157	65%	16.30

The proportions of male and female employees in respective pay bands are as follows:

Quartile	Female	Male
Lower	63.8%	36.2%
Lower Middle	70.8%	29.2%
Middle	100%	0%
Upper	50%	50%

The Core Senior Leadership Team is comprised of 4 males and 4 females, with a pay gap of 5% in favour of the female gender and it is to be noted that this includes the Executive Principal of the organisation who is of the female gender. The Board of Trustees is comprised of 4 males and 1 female who are all volunteers and hold unpaid positions of responsibility.

Our strategy is to continue to create a culture of inclusion and development for everyone and we will continue to shape a more diverse and inclusive culture at the Trust.

Pupil Data

The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2023 Pupils	*of which* Boarding	2023 Boarders	Key Stage	2022 Pupils	*of which* Boarding	2022 Boarders
KS 1	0	Weekly	4	KS 1	2	Weekly	4
KS 2	13	Termly	1	KS 2	16	Termly	2
KS 3	23	52 week	11	KS 3	25	52 week	12
KS 4	18			KS 4	20		
KS 5	19			KS 5	14		
Total	73		16		77		18

Supported Living Tenancies at August 2023: Springvale: 7 tenancies (2022: 7 tenancies), Long Barn: 6 tenancies (2022: 6 tenancies).

Admissions and Funding

Admissions criteria for the school and college require potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students either already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are fully funded by public bodies. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Fundraising
The Trust does not engage any third-party fundraisers, the fundraising team ensure that all reasonable steps are taken to protect vulnerable people from inappropriate or unwelcomed fundraising approaches. The Trust has not received any complaints about any aspect of its fundraising.

The Trust will register with the Fundraising Regulator and follow the Code of Fundraising Practice which sets out the responsibilities that apply to fundraising carried out by charitable institutions in the UK.

Our donors take us above and beyond the core funding we receive from Local Authorities and enable us to provide new facilities and equipment for the young people at the Trust. This would not be possible without the support of so many organisations that have helped the Trust to secure the funds it needs to address our ambition for the children and young people we serve.

Compliance with Charity Commission Guidance and Public Benefit
The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations.

St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranfold Confederation, an informal confederation of schools in the South Guildford area.

Risk Assessment and Risk Management
During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed and have put in place a comprehensive Risk Register. These have not changed significantly during the course of the year and include the following major risks;

MAJOR RISKS	MITIGATION
Poor safeguarding leading to adverse Ofsted judgements and safeguarding concerns	A dedicated Head of Safeguarding manages referrals and compliance requirements, monitoring activities to address risks as well as conducting in-depth training and providing regular updates for staff.
Reputational damage	Implement Business Continuity Plan including media management, negation of insurance, discussions with local authority, Ofsted and CQC, managing parental/guardians concerns.
Reliance on local authority placements	Maintain Ofsted and CQC standards, apply strict procedures with new placements and changes in contracts. Manage cash flow issues due to potential delayed payments of billings.
Cyber security	Maintain two separate back-ups of data and multiple layers of protection that meet with stringent standards.
Insufficient staff to deliver services	Strategic plan to recruit staff in place, adhere to EHC Plan, dynamically reassign staff from other duties, collapse timetables, create larger classes, and maintain a list of children who can be at home.

Trustees have directed the Core Senior Leadership Team to continue to focus on risk reduction in 2023/24 in order to ensure the continued high-quality provision that has been maintained over recent years.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

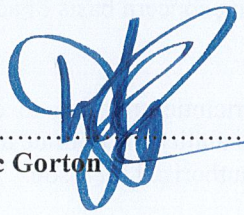
The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware, there is no relevant audit information of which the charity's auditor is unaware, the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have taken steps to establish that the auditor is aware of that information.

Approved by the Trustees on 28th February 2024 and signed as authorised on their behalf by:



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Dominic Gorton
Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF

ST. JOSEPH'S SPECIALIST TRUST

FOR THE YEAR ENDED 31 AUGUST 2023

Opinion
We have audited the financial statements of St Joseph's Specialist Trust for the year ended 31 August 2023 which comprise of the Statement of Financial Activities, the Balance Sheet, the Cash flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement set out on page 12 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were

the Charities Act 2011 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud. The laws and regulations we considered in this context were Children's Home Regulations 2015, Non- Maintained Special Schools (England) Regulations 2015, Safeguarding regulations, Health & Safety legislation, General Data Protection Regulations, Food Hygiene Standards, OFSTED and Care Quality Commission regulations.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would be to identify it. In addition, as with any audit, there remains a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe UK LLP

Crowe U.K. LLP

Statutory Auditor

Reading

Date: 18 March 2024

Crowe U.K. LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £ Children & Young People Restricted	2023 £ Children & Young People Unrestricted	2023 £ Adult Supported Living Unrestricted	2023 £ Total	2022 £ Total
INCOME						
Charitable activities						
Fees Local Authorities		-	9,174,750	1,501,397	10,676,147	11,058,705
Fees ESFA		-	835,973	-	835,973	667,843
Sundry income		-	5,687	-	5,687	1,412
Voluntary income						
Grants to meet expenditure		74,442	153,671	-	228,113	150,773
Donations		60,944	3,617	-	64,561	53,196
Other trading activities						
Rental income		-	-	154,127	154,127	135,707
Total income		135,386	10,173,698	1,655,524	11,964,608	12,067,636
EXPENDITURE						
Raising funds	3	-	(32,766)	-	(32,766)	(30,823)
Charitable activities	3	(229,471)	(9,951,209)	(1,451,892)	(11,632,572)	(11,423,476)
Total expenditure		(229,471)	(9,983,975)	(1,451,892)	(11,665,338)	(11,454,299)
Net movement in funds		**(94,085)**	**189,723**	**203,632**	**299,270**	**613,337**
Fund balances brought forward at 1 September 2022		782,506	17,151,967	926,137	18,860,610	18,247,273
Transfers between funds		(680,455)	680,455	-	-	-
Fund balances carried forward at 31 August 2023		**7,966**	**18,022,145**	**1,129,769**	**19,159,880**	**18,860,610**

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The notes on pages 19 to 25 form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS					
Tangible fixed assets	5		15,942,862		15,416,959
CURRENT ASSETS					
Debtors	6	106,457		502,872	
Cash at bank and in hand		4,408,952		4,116,568	
		4,515,409		4,619,440	
CREDITORS: Amounts falling due within one year	7	(859,807)		(665,551)	
NET CURRENT ASSETS			3,655,602		3,953,889
TOTAL ASSETS LESS CURRENT LIABILITIES			19,598,464		19,370,848
CREDITORS: Amounts falling due after one year	7		(438,584)		(510,238)
NET ASSETS			**19,159,880**		**18,860,610**
FUNDS					
Children & Young People		18,022,145		17,151,967	
Adult Supported Living		1,129,769		926,137	
Unrestricted funds	8		19,151,914		18,078,104
Restricted funds – Children & Young People	8		7,966		782,506
TOTAL FUNDS			**19,159,880**		**18,860,610**

The financial statements were approved and authorised for issue by the Trustees on 28th February 2024 and were signed below on its behalf by:

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Dominic Gorton
Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	2022 £
Net cash provided by operations	A	**1,224,571**	**1,335,626**
Cash flows from Investing Activities			
Purchase of fixed assets		(932,187)	(171,547)
Net cash (used in) investing activities		**(932,187)**	**(171,547)**
Change in cash and cash equivalents in the reporting period	B	**292,384**	**1,164,079**
Net cash and cash equivalents at the beginning of period		4,116,568	2,952,489
Net cash and cash equivalents at end of period		**4,408,952**	**4,116,568**

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS

	2023 £	2022 £
Net movement in funds	299,270	613,337
Depreciation	406,284	423,158
Decrease in debtors	396,415	480,980
Increase / (Decrease) in creditors	122,602	(181,849)
Net cash provided by operations	**1,224,571**	**1,335,626**

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS AND NET DEBT

	At 31-Aug-2022 £	Cash Flows £	Other Changes £	At 31-Aug-2023 £
Cash and cash equivalents	4,116,568	292,384	-	4,408,952
Net cash provided by operations	**4,116,568**	**292,384**	**-**	**4,408,952**

1. ACCOUNTING POLICIES

Basis of preparation
The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2019. The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern
Having reviewed the funding facilities available to the Trust together with the expected ongoing demand for places and the Trust's future projected cash flows, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the Trust's financial viability.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below. In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income
Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income are accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure
Expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The Trust is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets

Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Buildings 20 - 50 years (2 - 5% per annum)
Premises adaptations 10 years (10% per year)
Furniture and fittings 8 years (12 ½ % per annum)
Vehicles 3 years (33 ⅓ % per annum)

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs of less than £5,000 per item are expensed through the Income and Expenditure account.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions

Creditors and provisions are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation

The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Pensions

The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments
The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight line basis over the lease term.

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. They are divided between Children and Young People and Adult Supported Living.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity.

2. NET INCOME

	2023	2022
	£	£
Net income is stated after charging		
Depreciation of owned tangible fixed assets	406,284	423,158
Auditors' remuneration – non-audit services	-	-
Auditors' remuneration – audit services	19,915	25,000

3. ANALYSIS OF TOTAL EXPENDITURE

	Staff Costs	2023 Other Costs	2023 Depreciation	2023 Total	2022 Total
	£	£	£	£	£
Raising funds	32,766	-	-	32,766	30,823
Charitable activities					
Teaching	3,494,252	97,076	-	3,591,328	3,571,489
Welfare	4,105,616	188,780	-	4,294,396	4,470,490
Premises	671,911	711,912	406,284	1,790,107	1,364,682
Support costs	1,336,994	492,538	-	1,829,532	1,993,568
Grants	-	127,209	-	127,209	23,247
	9,641,539	1,617,515	406,284	11,665,338	11,454,299

Restricted expenditure in the period in relation to grants received amounted to £127,209 (2022: £23,247).

4. PARTICULARS OF EMPLOYEES

	2023	2022
	No.	No.
The average persons employed by the Trust during the period was:	240	253
Their total remuneration was:	£	£
Wages and salaries	6,701,930	6,652,038
Social security costs	674,698	660,244
Other pension costs	491,008	460,103
Other staff costs	281,320	150,579
	8,148,956	7,922,964
Agency staff	1,492,583	1,612,590
	9,641,539	9,535,554

The total remuneration of key management personnel during the period was £876,299 (2022: £815,700). Key management are considered to be the Core Senior Leadership Team and their total remuneration – gross pay, taxable benefits, employer's pension and National Insurance contributions.

The number of staff with emoluments within the following ranges were:	2023 No.	2022 No.
£60,001 - £70,000	3	4
£70,001 - £80,000	3	2
£80,001 - £90,000	3	3
£90,001 - £100,000	1	0
£100,001 - £110,000	1	1

Other pension costs include liability provisions for the period of £Nil (2022: £49,043).

The Trust made £121,661 (2022: £105,632) contributions to defined contribution pension schemes in the period in respect of the higher paid employees.

Termination payments made in the year were £Nil (2022: £8,650).

During the year, close family members of key management personnel received remuneration of £1,628 (2022: £2,092).

Trustees and Advisers' remuneration and reimbursed expenses
Trustees do not receive remuneration from the Charity. No trustee had any beneficial interest in any contract with the company during the year.

Five Trustees were reimbursed expenses totalling £65 (2022: nine trustees £191) in the period.

5. TANGIBLE FIXED ASSETS

Leasehold premises
The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999-year lease with only peppercorn rent payable.

	School Leasehold premises	Springvale Leasehold premises	Assets in Construction	Motor vehicles	Computers	Fixture and fittings	Total
At cost or valuation	£	£	£	£	£	£	£
Beginning of period	**15,981,922**	**789,637**	-	-	**9,716**	**45,358**	**16,826,633**
Additions	845,712	-	34,405	52,070	-	-	**932,187**
End of year	**16,827,634**	**789,637**	**34,405**	**52,070**	**9,716**	**45,358**	**17,758,820**
Depreciation							
Beginning of period	1,347,753	61,921					1,409,674
Charge for the period	383,790	14,881	-	-	1,943	5,670	406,284
Released on disposal							0
End of year	**1,731,543**	**76,802**	-	-	**1,943**	**5,670**	**1,815,958**
Net Book Value							
As at 31 August 2023	15,096,091	712,835	34,405	52,070	7,773	39,688	15,942,862
As at 31 August 2022	14,689,243	727,716	-	-	-	-	15,416,959

6. DEBTORS

	2023 £	2022 £
Fee debtors	55,792	361,446
Other debtors	50,665	141,426
	106,457	502,872

7. CREDITORS:

Amounts falling due within one year	2023 £	2022 £
Trade creditors	187,805	253,748
Accruals	180,932	121,991
Staff costs provision	4,251	36,926
Payroll creditors	281,746	230,260
Other creditors	205,073	22,626
	859,807	665,551

Amounts falling due after one year	2023 £	2022 £
Staff costs provision	438,584	510,238

Pension liabilities

The Trust was notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of two members of staff from the inception date of the scheme in 2010. This was accepted with one member who has since retired and a liability provision based on a settlement agreement between the Trust and the member is now in place and included in the accounts. The final decision by the TPS for the other member of staff who remains in employment has been referred to the Pensions Ombudsman. Pending this decision and following an independent valuation, a further liability provision has been included in the accounts. The Trust has an unregistered Employer-financed Retirement Benefits Scheme for a former employee whose pension is being administered directly by the Trust.

8. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 1 September 2022 £	Income 2023 £	Expenditure 2023 £	Transfers 2023 £	Carried forward at 31 August 2023 £
Children and Young People	17,151,967	10,173,698	(9,983,975)	680,455	18,022,145
Adult Supported Living	926,137	1,655,524	(1,451,892)	-	1,129,769
Unrestricted funds	18,078,104	11,829,222	(11,435,867)	680,455	19,151,914
Restricted funds	782,506	135,386	(229,471)	(680,455)	7,966
Total funds	18,860,610	11,964,608	(11,665,338)	-	19,159,880

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Tangible Fixed Assets	15,942,862	-	15,942,862	15,416,959
Current assets	4,507,443	7,966	4,515,409	4,619,440
Current liabilities	(859,807)	-	(859,807)	(665,551)
Non-current liabilities	(438,584)	-	(438,584)	(510,238)
	19,151,914	7,966	19,159,880	18,860,610

10. FINANCIAL COMMITMENTS

At 31 August 2023 there were capital commitments of £Nil (2022: £255,000).

11. OPERATING LEASE COMMITMENTS

At 31 August 2023, there were operating lease commitments of an insignificant amount.

12. PENSION COSTS

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £235,017 (2022: £222,390) and at the year-end £nil (2022: £nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

(b) Group Personal Pension

The Trust participates in defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £288,265 (2022: £286,756).

ST JOSEPH'S SPECIALIST TRUST

England & Wales - Charity number 1177680

Accounts

ST. JOSEPH'S SPECIALIST TRUST

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

Christ in Our Lives

No Limits ... Just Possibilities

Registered Charity Number 1177680

ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

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ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 AUGUST 2022

CHARITY TRUSTEES AND MEMBERS OF THE EDUCATION GOVERNING COMMITTEE

Trustees
Fr. Jonathan How, Chair
Richard Boyle (appointed 08.10.2021)
Simon Charleton (appointed 08.10.2021)
Una Corning
Dominic Gorton (appointed 08.10.2021)
Kate Sarama (appointed 19.07.2022)
Bernard Smith
Rebecca Vickers
Lawrence Bartel (resigned 15.12.2021)
Joanna Homewood (end of office 13.01.2022)

Education Governing Committee
Richard Boyle, Chair (appointed 04.02.2022)
Annie Sutton, Executive Principal
Leonie Collingwood-Johnson
Una Corning
Maria Gavrili
Jean Keane
Melissa Longmire
Tim O'Dwyer
Monica Whitehead
Grace Bradley (resigned 31.10.2021)
Jo Jacques (resigned 11.07.22)
Gemma Mitchell (resigned 21.02.22)
Andrew Pusey (end of office 17.09.2021)

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, Surrey. GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk/
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP
Auditor	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2022

"No limits……just possibilities", is the mission statement of St Joseph's seen every day in our caring community where actions speak louder than words.

This year, our community of approximately 253 staff have supported 77 young people from the age of 5 – 19 and 13 adults with complex and severe learning disabilities, many of whom are on the autistic spectrum, and have other associated difficulties. We are trusted by Local Authorities to provide education and care, not just locally but also nationally, for some of the most challenging young people who have reached a point of complexity and often of crisis, whereby they can no longer be supported safely or adequately within mainstream settings. We provide fully committed care supported by exceptional expertise and experience in this complex and often physically and emotionally challenging field. To uphold the trust placed in us by Local Authorities, we continue to provide a financially secure and stable environment. We invest all surplus funds only into securing and ensuring the continued development and support of our beneficiaries. We are fully focused on the pursuit of securing for our young people a stable future quality of life that represents the highest levels of personal autonomy, self-respect and contentment as is possible for each individual. We continue to be supported by generous donors in the year which has led to the forthcoming opening of our new Work Skills and Enterprise Centre, a significant development that will greatly enhance life opportunities and personal skills for our students and the wider community.

We are a Catholic provision with Christian principles at our core; welcoming students, residents and staff of all faiths and of none. We are blessed to know that we can count on such guidance, on His wishes and to follow the wisdom that He has wished for us all.

This year has been challenging, not uniquely to our setting, but by withstanding the Covid-19 pandemic, national shortages of skilled staff and the cost of living increase, St Josephs has been unswerving in its dedication to the children and adults. We have never compromised their needs, and have ensured all facilities are 'business as usual'. We have continued to work with a wider community of family, guardians and providers.

Once more this year we have sought to improve and excel in our specialist provision for students. Ofsted inspections in both Education and Care support our specialist provision and in their observations, they highlight;

- Having a rich curriculum that is sharply focused on meeting pupils' needs and aspirations. Pupils' learning and wider development is catered for extremely well.
- Teaching and closely working with therapists is sharply attuned to pupils' learning and development needs and is even more strongly rooted in a holistic understanding of pupils' progress and learning needs. This supports outstanding progress over time."
- There is a heightened focus on preparing pupils for adulthood increasing and broadening pupils' opportunities to experience the world of work. The school provides a rich range of opportunities for all pupils which is highly bespoke to each pupil's interests and aspirations. Links with colleges and local employers are utilised very effectively
- Safeguarding arrangements are fit for purpose and records are of high quality
- There is clear evidence that the children who live in our Children's Home are achieving life-changing outcomes. Staff don't let their children's needs slow them down, they ensure that children are able to grow and learn in a fun environment and are supported to spend time in the community participating in activities and creating special memories, building their confidence and independence. Staff are fond of the children knowing their likes and dislikes well and with such a personal investment this has helped children communicate when once they could not, to undertake simple chores even at their home. Managers and staff seek children's views and incorporate these into their care planning so their voice is evident and understood by all working with them.
- Senior managers in Children's Homes support careful planning for children's futures and closely link with Adult Supported Living to assess and provide the best opportunities.
- We have continue to invest significantly in plans to provide improved accommodation
- St Joseph's is a happy and caring place.

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2022

The educational highlights in the year to name but a few have been

- A renewal of our accreditation by the National Autistic Society – we hope to achieve Advanced Status through improvements. The Head Teacher is now external expert on the DfES consultants list and also conducting School Improvement work for other provisions.
- We hosted our Creativity Conference with workshops which ten schools attended plus a New Choices and Decisions Day careers event ran successfully on site.
- We successfully had three Local Authority Quality Assurance inspections in the year and our Embedded Therapies was evaluated and awarded centre of excellence status.
- We continue to support teacher training and also have a successful participant on the SSAT (Schools Students and Teacher Network) future leaders programme.
- The use of our newly built Work Skills & Enterprise Centre has led to the creation of work experience opportunities with a café complete with delivery, and a catering service. Such ventures put functional literacy and numeracy skills into practical application in preparation for the future. The DT workshop has seen students create saleable products in preparation for developing commercial relationships within our community and, in addition, the on site Choices and Decisions day was very successful and offered 19 different workshops to students. Pottery and Craft have been a successful centre for lessons, Arts week and our Arts Conference outreach which shows off our new facilities to the wider sector.

The sterling work and commitment by the Adult Supported Living staff in the year has led to residents who use the service and their relatives, who speak highly of the service, feeling that they are supported in a kind and caring way. Residents with individual goals are able to live independent lives with maximum control that includes dignity, privacy and respect for human rights. Above all, the right culture, ethos, values, attitudes and behaviours of leaders and care staff ensure residents lead confident, inclusive and empowered lives. In addition St Joseph's has always ensured that Adult Supported Living accommodation, which is situated in residential areas, has no outward signs to differentiate it from other houses in the street, so that the residents are able to be a part of the community

Such high standards highlight our greatest asset, our dedicated and committed staff who directly contribute towards the overall wellbeing, future happiness and quality of life of our young people and vulnerable adults. In turn, this also impacts directly on the quality of life and the happiness of siblings and family members. They do so by collectively providing innovative leadership, teaching in classes, therapeutic support, safeguarding and protecting, being custodians of care in our children's home and having vital support staff who, together with all staff ensure that St Joseph's runs successfully and smoothly. As a 52 week, 24 hour, 7 day a week organisation, St Joseph's never really sleeps or stops.

Our unique setting for children is in a 23 acre site situated on the outskirts of Cranleigh nestled in the scenic Surrey Hills. Cranleigh is England's largest village, providing not only a supportive community but also many vibrant opportunities for the children and adults in our care; being just on our doorstep, we are most fortunate to benefit from its patronage in many ways. The site is surrounded with fields, woodland, local flora and fauna. A world that offers grace and guidance, a time for insight, renewal and healing, to listen and learn, and surmount the challenges the young people and adults face daily.

St Joseph's strives every day to make positive futures from despair, conjuring happiness from sadness, creating the best possible quality of life right now for everyone at St Joseph's and providing a lasting legacy of hope and security for the lives of the students, the supported adults and their families. As we go forward into the unknown elements of 2022-23, the support, love and compassion of our community is a given, the impossible becomes possible.

There are *"no limits.....just possibilities"*,

With deepest respect and best wishes
Annie Sutton
Executive Principal

The Trustees present their annual Trustees' Report for the period ended 31 August 2022, together with the audited financial statements.

About the Trust

St Joseph's Specialist Trust comprises a non-maintained, co-educational school / college and registered children's home for students aged 5-19 with ASD & complex needs and two supported living houses for up to 13 vulnerable adults. St. Joseph's was originally founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

At the heart of St Joseph's, and reflecting its Catholic foundation, is a commitment to furthering the coming of God's kingdom through ensuring that young people with ASD and complex learning needs are enabled to grow as children of God and members of the human family and to share as fully as possible in its life. St Joseph's welcomes all those, like its staff, supporters, residents, students and their families all those who share this aim, irrespective of their own faith or beliefs.

Established as an independent Charitable Incorporated Organisation (CIO) on 1st September 2018, the assets and liabilities of St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, were transferred to the Trust from the Diocese under a 999 year lease with peppercorn rent.

Objectives and Activities

The objects of the CIO are for the public benefit, and are given in its constitution as:
(a) the advancement of the Roman Catholic religion;
and, in accordance with the tenets, teaching and practices of the Roman Catholic religion:
(b) the advancement of education and training; and
(c) the provision of residential accommodation and support to those in need,

This is achieved, particularly but not exclusively within Surrey and Sussex by:
(a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
(b) the provision of residential accommodation to children and young people, and supported housing to adults, both of these with complex learning and behavioural difficulties.

The St Joseph's campus sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

St Joseph's School and College

St Joseph's School and College offers a fully integrated approach that enables it to meet the needs of young people with complex learning needs, who additionally have often experienced crisis, rejection or exclusion leading to a fear of school. Learning and teaching at St Joseph's is fully integrated with a broad range of therapies and opportunities, including speech and language therapy, occupational therapy, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café.
Each of the small classes is run by a trio of teacher, occupational therapist plus a speech and language therapist supported by a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning, which traditional educational approaches have failed to achieve.
Mental health and well-being are supported through daily therapy led group sessions. The availability of a clinical psychologist and a psychiatrist in-house gives students fast and effective access to Child and Adolescent Mental Health Services (CAMHS) as required.

St Joseph's School and College continued

In place of the usual Key Stages, students at St Joseph's follow one of three educational pathways:

- Adventurer Pathway: for students identified as having the ability and disposition to follow a more academic route through the school, who on leaving St Joseph's are likely to go into Further Education and then employment. Although the academic side of the Adventurer Pathway is important, there is also an equally important emphasis on developing social and life skills, and internal and external work experience placements at an appropriate age.
- Discoverer Pathway: enables students to follow a curriculum that prepares them for a future that is likely to be in a specialist residential Further Education college, or in supported living, with part-time working and as great a degree of autonomy as possible being long-term goals.
- Explorer Pathway: nurtures students characterised as having higher levels of dependency in the areas of communication, social interaction and relationships, flexibility of thought (activities and interests) and sensory issues. They may have high levels of need in personal care and health. It is anticipated that students in this Pathway will continue to require high levels of support into adult life and that some will continue to be non-verbal, relying on augmentative and alternative communication systems. The curriculum for these students aims to develop their communication and independence.

St Joseph's engages in research through the National SENCO Award with research assignments being carried out by the Pathway Leaders. The Director of Care is currently engaged in a research project exploring the impact of transitions for young people with complex needs and ASD in the residential care setting.

Children's Home

St Joseph's Specialist Trust is registered with Ofsted as a Children's Home. There are seven boarding houses that encourage and support young people to maximise their full potential. Young people have the benefit of the waking day curriculum where they develop and achieve in many aspects of their lives and maximise key skills towards independent living. They can spend time pursuing their various hobbies and interests whilst achieving their objectives within their EHCP. Staff encourage and support young people in all areas of independence and the development of skills to enable interaction out in the community. The links to education and therapies to ensure a cohesive and consistent approach in all areas of their home.

Adult Supported Living

Supported Living for vulnerable adults is provided at two locations away from the main site. Springvale, originally a student house, was launched as adult supported living in 2012. Standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities this offers. In 2015 a second provision was opened at Long Barn, in the more rural Beare Green area, a setting well suited to tenants for whom community interaction is extremely challenging. Long Barn is owned by the equity group Equitix Renaissance, the landlord by association is First Priority/Myshon. It is staffed by St Joseph's expert care provision.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

Achievement and Performance

In 2021/22 St Joseph's provided quality education to 77 children and young people (2021: 79), and supported living for 13 adults (2021: 11). St Joseph's has managed to remain fully open throughout the height of the greatest challenges of lockdown and staff absence from Covid-19, providing all usual services together with a safe environment for students, and staff and their families. Student progress is monitored using CASPA scores. Considering overall progress against expectation, of a cohort of 63 students in KS1-4.

- 3 students exceeded expectation by 2 or more points
- 16 students exceeded expectation by between 1 and 2 points
- 43 students exceeded expectation by between 0 and 1 point.
- 4 students narrowly missed progressing as expected

The data further suggests that many students make significant progress above previous expectation when they move into the St Joseph's setting.

Achievement and Performance (continued)
This provision is well rated. In November 2017 OFSTED maintained their assessment that the education provision is Outstanding in all areas. This was supported by an overall grade 1 for effectiveness by the inspectors of the Catholic Schools Inspectorate in December 2019 and also more recently confirmed, in March 2020 and October 2022, by an inspection by West Sussex Local Authority and Surrey Local Authority respectively, on behalf of the CCRAG, a joint commissioning group of local authorities.

CQC inspect adult supported living provision. The last report on Springvale was following an inspection in November 2016 and which assessed "Good" across all aspects of provision. Likewise, the Long Barn inspection of 2016 reported "Good" across all aspects of provision. The inspection of Long Barn in November 2021 continued to report "Good" across all aspects of provision except "Well led" which it rated as "requires improvement". In July 2022, Ofsted Care confirmed the Trust provides effective care services that meet the requirements for good. The Trustees are confident that appropriate measure have been implemented that would result in a "Good" rating under re-inspection.

Financial Review
The Trust generated a surplus £613,337 for the year (2021: £422,730). The Trust's work with Children and Young People generated a surplus of £766,317. Adult supported living generated a deficit of £152,980. Key Performance Indicators show a net surplus margin of 4.67%, working capital of £3.4m and a current ratio of approximately 4:1.

The principal source of income this year has been the fees and bursaries received from Local Authorities and the Education and Skills Funding Agency, to secure an appropriate and effective education and care that meets the significant additional needs of the children who are placed at St Joseph's. The largest part of this relates to the funding provided by Local Authorities.

There have been some further donations of £48,222, which have contributed towards the final completion stage of the Work Skills and Enterprise Centre, and are reflected in the surplus shown for the year. Actual income received exceeded planned income due largely to increased fees for school/college and for the adult supported living intake.

Despite a lengthy waiting list of potential applicants, the Trust is unable to increase intake to capacity because of a severe shortage of staff seen in recruitment challenges experienced across the sector. Much of these are part of a post-pandemic and post-Brexit setting. The Trust makes use of contractor/agency staff to fill some gaps but the costs of these have risen steeply over the last year or so and account for some of the underlying volatility in overall staffing costs. The Trust has measures in place to alleviate this position and to retain directly employed staff.
The Trust continues to apply robust cost controls to general overheads at the point of planning as well as delivery.

Capital expenditure in the year has spent on improving facilities within administration / education and principally on improving accommodation for children in care, as part of a longer term strategy to ensure that higher standards are met.

The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

All funds raised in connection with operating activities are solely expended for the benefit of the Trust and its beneficiaries who are the Children & Young People and adults in Supported Living.

Reserves policy
The Trustees recognize the need for the Trust to maintain sufficient reserves to:

i. provide for future maintenance and development of the infrastructure;
ii. provide for managed closure, possibly without much income but with a responsibility to ensure the wellbeing of its children, young people and adults;
iii. provide for variations of cash flow;
iv. cover its duties for staff pensions' liabilities.

Reserves policy (continued)
The Trustees have established an initial target for free reserves, in net current assets, of 6 months operating costs. They plan to build this up over the coming years by generating a small operating surplus while meeting their duties to provide Value for Money for public funds. At year end free reserves stand at £3,443,651 (2021: £2,578,703) against a target of £5.5 million.

At 31st August 2022 the Trust has a restricted fund of £783k (2021: £680k) held in relation to monies received for the Work Skills & Enterprise Centre. There are no other current designated reserves.

Future Plans
The work to build the Work Skills & Enterprise Centre was completed by August 2022, with costs having been met through fundraising. St Joseph's looks forward to making full use of the Work Skills & Enterprise Centre from the autumn term of 2022. This facility will add further value to the provision for children and young people that is already in place. The Workshop and the Creative Craft Room are officially now in the 2022/23 academic timetable. The café facility is functioning as a student-led timetabled activity, similar to the enterprise and work experience activities that are already well established and had previously operated out of the now demolished DT block. Final remaining catering standard machines await professional installation (such as the commercial standard coffee machine) and, once installed, an additional catering manager will be employed to run the café to professional commercial standards serving the entire St Joseph's community. The Café facility (Café Caritas) is hoped to be fully completed and for full use and café experience introduced to all students in the academic year 2022/2023. It will then also serve as an outreach amenity for the local community.

Plans to further develop the residential facilities at the main site with the addition of two new Day Rooms to two of the existing residential houses are nearing completion. This will enable them to safely and comfortably accommodate three residents in each. One is due to be registered for the purpose of Adult Supported Living. Ofsted Care have worked with St Joseph's to advise and comment on the ageing housing stock of the Children's Home facility. Work is on-going to progressively upgrade all Children's Home housing stock to accommodate the desired standards, which includes en suite facilities for each bedroom and a separate bathroom in each housing unit. Holy Family has already been upgraded to provide a self-contained ground floor one bedroomed flat. Work is now progressing on upgrading the first floor to provide a three bedroom house, all with en suite facilities, with separate bathroom and two living rooms.

The Trust plans to restructure Adult Supported Living arrangements in 2022/23, following a review of the costs incurred, and has given notice to withdraw from the provision of services at Long Barn.

The past few years, with respect to the quality of education, have been spent focusing on driving the quality of teaching delivery and developing the pathway curriculum. Through this, we have seen a significant drop in negative pupil behaviour as an indicator of improved engagement, alongside other initiatives such as more ongoing and developmental Behaviour Support training for all staff and improved induction of new staff. We are now turning our heads towards the Cognitive Science, which underpins the curriculum; the repetition and spacing of information to optimise on the long-term retention of knowledge and development of skills. By lengthening the time between recalling information, a student will improve their long-term memory and hopefully their understanding. Teachers are also using evidence-based practice to support existing processes and explain why we use certain ASD friendly approaches, which provide them with both the credibility and the confidence in developing their practice.

Structure, Governance and Management
The Board of Trustees was originally appointed on the date of incorporation (23 March 2018). The Board of Governors of the School and College became a sub-committee of the Trust (Education Governing Committee), supporting the Trustees in the governance of the educational activities of the school and college. Members of the Education Governing Committee are still known as governors, though the usual responsibilities of a Governing Board now sit with the Board of Trustees. The current Trustees and Governors are listed on page 1.

Structure, Governance and Management (continued)

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; it holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity. The Board meets at least four times a year. Day to day management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters.

The Board of Trustees has delegated to the Education Governing Committee, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

The Constitution provides for up to eleven Trustees. Eight appointed by members of the CIO, two by the Diocese of Arundel and Brighton and one by the Bishop of Arundel and Brighton. The consent of both the Trustees and the Bishop of Arundel and Brighton is needed to amend the objects of the Trust. The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities.

New Trustees receive an introduction to the work of the Trust from the Core Senior Leadership Team. Trustee training is accessed through Strictly 4 Education and other training services. Most Trustees bring significant skills from other settings. The Trustees and the Governors understand their roles in relation to equality and diversity, and comply with legislative requirements including those relating to disability, safeguarding, and health and safety.

Management

The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:

Annie Sutton	Executive Principal
Alan Day	Director Residential Care
Cedric de Souza	Director of Finance
Elizabeth Hurst	Director of Business
Simon Jaggard	Director of Education (Head Teacher)
Adrian Maxey	Director of Estates & Facilities
Karen May	Director of Therapies
Elizabeth Sanders	Director of Human Resources

Employee involvement

St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and email circulars. Each half term welcomes all staff with an update on the current state of affairs led by the Executive Principal and supported by all Core and Senior Leaders. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. In matters that significantly change policies or terms, full and extensive consultation processes are followed, to ensure that all staff are able to offer their opinions, suggestions and concerns. There is sound evidence that demonstrates that the consultation process at the Trust takes this on board and has adapted new proposals in line with suggestions offered by the wider staff. In some cases where there has been significant concerns raised by staff, new initiatives or changes have been abandoned. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to all staff queries and gives respectful and full comprehensive feedback to staff.

Equality and Diversity
St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully.

Gender Pay Gap
As at 31st August 2022, our strong, diverse and engaged network of 253 employees indicates pay gap of 3% in favour of the female gender based on an hourly rate of pay. Further analysis as follows:

Gender	Staff	Staff%	Rate/Hour
Male	84	33%	15.50
Female	169	67%	15.95

The proportions of male and female employees in respective pay bands is as follows:

Quartile	Female	Male
Lower	77.3%	22.7%
Lower Middle	65.2%	34.8%
Middle	60.6%	39.4%
Upper	69.1%	30.3%

The Core Senior (Executive) Leadership Team is comprised of 4 male and 4 females, with a pay gap of 6% in favour of the female gender and it is to be noted that this includes that Executive Principal of the organisation who is of the female gender. The Board of Trustees is comprised of 5 male and 3 females who are all volunteers and hold unpaid positions of responsibility.

Our strategy is to continue to create a culture of inclusion and development for everyone and we will continue to shape a more diverse and inclusive culture at the Trust.

Pupil Data
The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2022 Pupils	*of which* Boarding	2022 Boarders	Key Stage	2021 Pupils	*of which* Boarding	2021 Boarders
KS 1	2	Weekly	4	KS 1	3	Weekly	3
KS 2	16	Termly	2	KS 2	17	Termly	7
KS 3	25	52 week	12	KS 3	26	52 week	11
KS 4	20			KS 4	14		
KS 5	14			KS 5	19		
Total	77		18		79		21

Supported Living Tenancies at August 2022: Springvale: 7 tenancies, Long Barn: 6 tenancies.

Admissions and Funding
Admissions criteria for the school and college require potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students either already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are fully funded by public bodies. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Compliance with Charity Commission Guidance and Public Benefit
The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations.

St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranfold Confederation, an informal confederation of schools in the South Guildford area.

Risk Assessment and Risk Management
During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed and have put in place a comprehensive Risk Register. These have not changed significantly during the course of the year and include the following major risks;

MAJOR RISKS	MITIGATION
Poor safeguarding leading to adverse Ofsted judgements and safeguarding concerns	A dedicated Head of Safeguarding manages referrals and compliance requirements, monitoring activities to address risks as well as conducting in-depth training and providing regular updates for staff.
Reputational damage	Implement Business Continuity Plan including media management, negation of insurance, discussions with local authority, Ofsted and CQC, managing parental/guardians concerns.
Reliance on local authority placements	Maintain Ofsted and CQC standards, apply strict procedures with new placements and changes in contracts. Manage cash flow issues due to potential delayed payments of billings.
Cyber security	Maintain two separate back-ups of data and multiple layers of protection that meet with stringent standards.
Insufficient staff to deliver services	Adhere to EHCP Plan, dynamically reassign staff from other duties, collapse timetables, create larger classes, and maintain list of children who can be at home.

Trustees have directed the Core Senior Leadership Team to continue to focus on risk reduction in 2022/23 in order to ensure the continued high quality provision that has been maintained over recent years.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware, there is no relevant audit information of which the charity's auditor is unaware, the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have taken steps to establish that the auditor is aware of that information.

Approved by the Trustees on 3 February 2023 and signed as authorised on their behalf by:

.....

Fr. Jonathan How
Trustee

Opinion

Opinion

We have audited the financial statements of St Joseph's Specialist Trust for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102. *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2022 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements
As explained more fully in the Trustees' responsibilities statement set out on page 4 to 10, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Ofsted inspections, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's Trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Haysmacintyre LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Date: 17 February 2023

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £ Children & Young People Restricted	2022 £ Children & Young People Unrestricted	2022 £ Adult Supported Living Unrestricted	2022 £ Total	2021 £ Total
INCOME						
Charitable activities						
Fees Local Authorities		-	9,884,906	1,173,799	11,058,705	9,782,821
Fees ESFA		-	667,843	-	667,843	692,084
Sundry income		-	1,412	-	1,412	15,287
Voluntary income						
Grants to meet expenditure		53,829	96,944	-	150,773	44,839
Donations		48,222	4,974	-	53,196	636,346
Other trading activities						
Rental income		-	-	135,707	135,707	135,291
Total income		102,051	10,656,079	1,309,506	12,067,636	11,306,668
EXPENDITURE						
Raising funds	3	-	(30,823)	-	(30,823)	(29,611)
Charitable activities	3	-	(9,960,990)	(1,462,486)	(11,423,476)	(10,854,327)
Total expenditure		-	(9,991,813)	(1,462,486)	(11,454,299)	(10,883,938)
Net movement in funds		**102,051**	**664,266**	**(152,980)**	**613,337**	**422,730**
Fund balances brought forward at 1 September 2021		680,455	16,487,701	1,079,117	18,247,273	17,824,543
Fund balances carried forward at 31 August 2022		**782,506**	**17,151,967**	**926,137**	**18,860,610**	**18,247,273**

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible fixed assets	5		15,416,959		15,668,570
CURRENT ASSETS					
Debtors	6	502,872		983,852	
Cash at bank and in hand		4,116,568		2,952,489	
		4,619,440		3,936,341	
CREDITORS: Amounts falling due within one year	7	(665,551)		(761,431)	
NET CURRENT ASSETS			3,953,889		3,174,910
TOTAL ASSETS LESS CURRENT LIABILITIES			19,370,848		18,843,480
CREDITORS: Amounts falling due after one year	7		(510,238)		(596,207)
NET ASSETS			**18,860,610**		**18,247,273**
FUNDS					
Children & Young People		17,151,967		16,487,701	
Adult Supported Living		926,137		1,079,117	
Unrestricted funds	8		18,078,104		17,566,818
Restricted funds – Children & Young People	8		782,506		680,455
TOTAL FUNDS			**18,860,610**		**18,247,273**

The financial statements were approved and authorised for issue by the Trustees on 3rd February 2023 and were signed below on its behalf by:

.....

Fr. Jonathan How
Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £
Net cash provided by operations	A	**1,335,626**	**2,439,282**
Cash flows from Investing Activities			
Purchase of fixed assets		(171,547)	(934,052)
Net cash (used in) investing activities		**(171,547)**	**(934,052)**
Change in cash and cash equivalents in the reporting period	B	**1,164,079**	**1,505,230**
Net cash and cash equivalents at the beginning of period		2,952,489	1,447,259
Net cash and cash equivalents at end of period		**4,116,568**	**2,952,489**

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS

	2022 £	2021 £
Net movement in funds	613,337	422,730
Depreciation	423,158	487,796
Decrease/(Increase) in debtors	480,980	1,159,401
(Decrease)/increase in creditors	(181,849)	369,355
Net cash provided by operations	**1,335,626**	**2,439,282**

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	At 31-Aug-2021 £	Cash Flows £	Other Changes £	At 31-Aug-2022 £
Cash and cash equivalents	2,952,489	1,164,079	-	4,116.598
Net cash provided by operations	**2,952,489**	**1,164,079**	**0**	**4,116,568**

1. ACCOUNTING POLICIES

Basis of preparation
The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015. The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern
Having reviewed the funding facilities available to the Trust together with the expected ongoing demand for places and the Trust's future projected cash flows, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the Trust's financial viability. When making this assessment the Trustees have considered the implications of the continuing COVID-19 pandemic on the financial and operational plans of the Trust and have concluded that there is no current likelihood of any material impact.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.
Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, or in the period of the revision and future periods if the revision affected current and future periods.
Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below. In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income
Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income are accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure
Expenditure is accounted for on an accruals basis and are recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The Trust is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets
Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Leasehold building - 2% to 40% on cost

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs of less than £5,000 per item are expensed through the Income and Expenditure account.

Financial instruments
Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation
The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Provision for major repairs
There is an on-going programme of planned repairs. It is considered that work undertaken each year is sufficient to maintain all buildings in their existing condition.

Pensions
The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments
The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight line basis over the lease term.

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. They are divided between Children and Young People and Adult Supported Living.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity and are represented by donations in respect of new building works currently in progress.

2. NET INCOME

	2022	2021
	£	£
Net income is stated after charging		
Depreciation of owned tangible fixed assets	423,158	487,796
Auditors' remuneration – non audit services	-	3,500
Auditors' remuneration – audit services	25,000	22,000

3. ANALYSIS OF TOTAL EXPENDITURE

	2022 Staff Costs	2022 Other Costs	2022 Depreciation	2022 Total	2021 Total
	£	£	£	£	£
Raising funds	30,823	-	-	30,823	29,611
Charitable activities					
Teaching	3,396,628	174,861	-	3,571,489	3,349,713
Welfare	4,268,801	201,689	-	4,470,490	3,716,367
Premises	642,130	299,394	423,158	1,364,682	1,203,905
Support costs	1,197,172	796,396	-	1,993,568	2,553,208
Grants	-	23,247	-	23,247	31,134
	9,535,554	1,495,587	423,158	11,454,299	10,883,938

Restricted expenditure in the period in relation to grants received amounted to £23,247 (2021: £0).

4. PARTICULARS OF EMPLOYEES

	2022	2021
	No.	No.
The average persons employed by the Trust during the period was:	253	271
Their total remuneration was:	£	£
Wages and salaries	6,652,038	7,008,505
Social security costs	660,244	634,825
Other pension costs	460,103	856,635
Other staff costs	150,579	122,555
	7,922,964	8,622,520
Agency staff	1,612,590	516,249
	9,535,554	9,138,769

The total remuneration of key management personnel during the period was £815,700 (restated 2021: £793,044).

The number of staff with emoluments within the following ranges were:	2022 No.	2021 No.
£60,001 - £70,000	4	3
£70,001 - £80,000	2	2
£80,001 - £90,000	3	3
£100,001 - £110,000	1	1

Other pension costs include liability provisions for the period of £49,043 (2021: £334,684).

The Trust made no defined benefit pension contributions in the period in respect of the higher paid employees.

Termination payments made in the year were £8,650 (2021: £0).

Trustees and Advisers remuneration and reimbursed expenses

Trustees do not receive remuneration from the Charity. No Trustee had any beneficial interest in any contract with the company during the year.

Three Trustees were reimbursed expenses totalling £191 (2021: £543) in the period.

5. TANGIBLE FIXED ASSETS

Leasehold premises

The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999 year lease with only peppercorn rent payable.

	School Leasehold premises £	Springvale Leasehold premises £	Total £
Cost			
Beginning of period	16,197,449	789,637	16,987,086
Additions	171,547	-	171,547
Disposals	(332,000)	-	(332,000)
End of year	16,036,996	789,637	16,826,633
Depreciation			
Beginning of period	1,273,396	45,120	1,318,516
Charge for the period	406,357	16,801	423,158
Disposals	(332,000)	-	(332,000)
End of year	1,347,753	61,921	1,409,674
Net Book Value			
As at 31 August 2022	14,689,243	727,716	15,416,959
As at 31 August 2021	14,924,053	744,517	15,668,570

6. DEBTORS

	2022 £	2021 £
Fee debtors	361,446	932,229
Other debtors	141,426	51,623
	502,872	983,852

7. CREDITORS:

Amounts falling due within one year	2022 £	2021 £
Trade creditors	253,748	327,532
Accruals	121,991	71,600
Staff costs provision	36,926	36,293
Payroll creditors	230,260	244,702
Other creditors	22,626	81,304
	665,551	761,431

Amounts falling due after one year	2022 £	2021 £
Staff costs provision	510,238	596,207

8. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 1 September 2021 £	Income 2022 £	Expenditure 2022 £	Carried forward at 31 August 2022 £
Children and Young People	16,487,701	10,656,079	(9,991,813)	17,151,967
Adult Supported Living	1,079,117	1,309,506	(1,462,486)	926,137
Unrestricted funds	17,566,818	11,965,585	(11,454,299)	18,078,104
Restricted funds	680,455	102,051	-	782,506
Total funds	18,247,273	12,067,636	(11,454,299)	18,860,610

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Tangible Fixed Assets	14,688,281	728,678	15,416,959	15,668,570
Current assets	4,565,612	53,828	4,619,440	3,963,901
Current liabilities	(665,551)	-	(665,551)	(788,991)
Non-current liabilities	(510,238)	-	(510,238)	(596,207)
	18,078,104	782,506	18,860,610	18,247,273

10. FINANCIAL INSTRUMENTS

	2022 £	2021 £
Financial assets that are debt instruments measured at amortised cost	502,872	1,011,412
Financial liabilities measured at amortised cost	1,175,789	1,385,198

Financial assets include fee and other debtors.
Financial liabilities include trade creditors, payroll creditors and provisions for staff and overhead costs.

11. FINANCIAL COMMITMENTS

At 31 August 2022 there were capital commitments of £255k (2021: £nil)

12. OPERATING LEASE COMMITMENTS

At 31 August 2022 there were operating lease commitments of an insignificant amount (2021: £nil).

13. PENSION LIABILITIES

The Trust were notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of two members of staff from the inception date of the scheme in 2010. This was accepted with one member who has since retired and a liability provision based on a settlement agreement between the Trust and the member is now in place and included in the accounts. The final decision by the TPS for the other member of staff who remains in employment has been referred to the Pensions Ombudsman. Pending this decision and following an independent valuation, a further liability provision has been included in the accounts. The Trust has an unregistered Employer-financed Retirement Benefits Scheme in respect of a former employee whose pension will be administered directly by the Trust.

14. PENSION COSTS

(a) Teachers' Pension Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £222,390 (restated 2021: £247,502) and at the year-end £nil (2020: £nil) was accrued in respect of contributions to this scheme. The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament. The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%. The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions. On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable. The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations. The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024. Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

b) Group Personal Pension

The Trust participates in a defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £286,756 (restated 2021: £274,449).

ST JOSEPH'S SPECIALIST TRUST

England & Wales - Charity number 1177680

Accounts

ST. JOSEPH'S SPECIALIST TRUST

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

Christ in Our Lives

No Limits ... Just Possibilities

Registered Charity Number 1177680

ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

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ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 AUGUST 2021

GOVERNORS AND CHARITY TRUSTEES

The board of Trustees was originally appointed on the date of incorporation (23 March 2018). In addition to Trustees, St Joseph's Specialist Trust ("St. Joseph's") has a board of Governors and some Governors are also Trustees*. The following Trustees and Governors all served in office throughout the period except where indicated.

Trustees
Bernard Smith, Acting Chair
Una Corning
Rebecca Vickers
Peter Braganza (appointed 20th September 2020 resigned 9th July 2021)
Fr. Kevin Dring (resigned 24th May 2021)
Fr. Jonathan How (appointed 27th July 2021)
Peter Turvey (resigned 25th August 2021)
Richard Boyle (appointed 8th October 2021)
Simon Charleton (appointed 8th October 2021)
Dominic Gorton (appointed 8th October 2021)
Lawrence Bartel (resigned 15th December 2021)
Joanna Homewood (end of term of office 13th January 2022)

Governors
Una Corning, Chair*
Annie Sutton, Executive Principal
Jo Jacques
Jean Keane
Melissa Longmire
Gemma Mitchell
Nick Durling (resigned 24th March 2021)
Monica Whitehead (appointed 28th April 2021)
Grace Bradley (appointed 10th May 2021, resigned 31st October 2021)
Tim O'Dwyer (appointed 10th May 2021)
Leonie Collingwood-Johnson (appointed 3rd June 2021)
Maria Gavrili (appointed 18th June 2021)
Bernard Smith* (end of term of office 31st August 2021)
Andrew Pusey (end of term of office 17th September 2021)

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, Surrey. GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk/
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP
Auditor	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

The Trustees present their annual Trustees' Report for the period ended 31 August 2021, together with the audited financial statements.

About the Trust

St Joseph's Specialist Trust comprises a non-maintained, co-educational school / college and registered children's home for students aged 5-19 with ASD & complex needs and two supported living houses for up to 11 vulnerable adults. St. Joseph's was founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

On 1st September 2018, St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, became an independent Charitable Incorporated Organisation (CIO) and assets and liabilities transferred from the Diocese to the Trust under a 999 year lease with peppercorn rent.

St Joseph's sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

The Trust benefits from a therapy centre providing speech and language, occupational, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café. St Joseph's operates a unique system which recognises that age divided key stages are mostly unhelpful for young people with complex learning needs and the school and college are therefore based on ability and learning style and structured by the three education pathways which range from Explorers (P4-8), to Discoverers (P8-NC2) and Adventurers (NC2 upwards).

St Joseph's further differs from other settings in that each class is run by a trio of teacher, occupational therapist and speech and language therapist with a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning which traditional educational approaches have failed to achieve. St. Joseph's students have usually experienced crisis, rejection or exclusion, even in the specialist sector and it is vital that they are provided with a truly individualised approach in order to overcome their fear of school and embrace learning pertinent to their future. Mental health and well-being are supported through daily therapy led group sessions. Uniquely, St Josephs has a clinical psychologist and psychiatrist who provide an in-house Child and Adolescent Mental Health Service (CAMHS) for students as required.

Supported Living for vulnerable adults is provided at two locations away from the main site. Springvale, originally a student house, was launched as adult supported living in 2012; standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities this offers. In 2015 a second provision was opened at Long Barn in the more rural Beare Green area, a setting well suited to tenants for whom community interaction is extremely challenging. Long Barn is owned by the equity group Equitix Renaissance, the landlord by association is First Priority/Myshon. It is staffed by St Joseph's expert care provision.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

Review of our Performance in 2020/2021

In 2020/21 St Joseph's provided quality education to 81 children and young people (2020: 79), and supported living for 11 adults (2020: 11). St Joseph's has managed to remain fully open throughout the height of the greatest challenges of lockdown and staff absence from Covid-19, providing all usual services together with a safe environment for students, and staff and their families.

Work to build an Enterprise Centre commenced in March 2021 with handover from external building contractors completed at the end of August 2021, the majority of the main construction costs having been met through fundraising. The Springvale residence was extended to provide further accommodation facilities for another tenant.

This provision is well rated. In November 2017 OFSTED maintained their assessment that the education provision is Outstanding in all areas. This was supported by an overall grade 1 for effectiveness by the inspectors of the Catholic Schools Inspectorate in December 2019 and also more recently confirmed, in March 2020, by an inspection by West Sussex Local Authority on behalf of the CCRAG – a joint commissioning group of local authorities.

CQC inspect adult supported living provision. The last report on Springvale was following an inspection in November 2016 and which assessed "Good" across all aspects of provision. Likewise, the Long Barn inspection of 2016 reported "Good" across all aspects of provision. The inspection of Long Barn in November 2021 continued to report "Good" across all aspects of provision except "Well led" which it rated as "requires improvement". The Trustees are confident that appropriate measure have been implemented that would result in a "Good" rating under re-inspection.

Legal Objects of the Trust

St Joseph's objects are the advancement of both the Roman Catholic religion and the education by:

(a) the management, maintenance and development of the School and College for children and young people with complex and behavioural difficulties in accordance with the tenets and practices of the Roman Catholic Church and ancillary charitable practices; and
(b) The provision of secure housing to adults with complex learning and behavioural difficulties.

The Objects may only be amended with the consent of the Trustees of St Joseph's Specialist Trust and the Bishop of the RC Diocese of Arundel & Brighton.

Our Purpose, Standards and Aims *'No limits ... just possibilities'*

St Joseph's seeks to create a supportive Christian environment founded in Catholic doctrine in which embedded therapy, care and education are tailored to meet the very specific needs of young people with complex learning difficulties so they may aspire to reach their full potential. St Joseph's objects for the public benefit under its Constitution are; -

(a) the advancement of the Roman Catholic religion; and in accordance with the tenets, teaching and practices of the Roman Catholic religion:
(b) the advancement of education and training; and
(c) the provision of residential accommodation and support to those in need,

in particular, but not exclusively within the Diocese by:

(a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
(b) the provision of residential accommodation to children and young people, and supported housing to adults, both with complex learning and behavioural difficulties.

The Objects may only be amended with the consent of the Bishop of the RC Diocese of Arundel & Brighton.

St Joseph's Main Aims

(a) To be a total learning environment where every aspect of the students' experience helps them in the development of new skills and understanding which they can use now, and which will continue to be of value in the future.
(b) To provide pastoral support for students, tenants, families, enabling them to meet their challenges together;
(c) To offer a service to families and education authorities, responding to needs and adapting to changes in demand that cannot be met in the mainstream and maintained sectors.
(d) To achieve exemplary care, education and therapy, and provide spiritual fortitude.

St Joseph's seeks to achieve these aims by adhering to the following principles;

(a) The delivery of teaching, which is either good or outstanding based on an enriched balanced curriculum, contributes to achievement with high levels of literacy, knowledge, learning, understanding and skills appropriate to students' cognitive abilities. Achievement continues to be good or outstanding for all groups of pupil.
(b) Students are prepared for the next stage of education, employment, or training. Specialist guidance helps students make informed choices for courses to suit their academic needs and aspirations.
(c) Students and adults are thoughtful, caring and respectful citizens. They take responsibility for keeping themselves safe and healthy and contribute to wider society and life in Britain. The Catholic ethos of the Trust permeates all areas.
(d) The highest expectations of staff and aspirations for students, the thoughtful and wide-ranging promotion of students' spiritual, moral, social and cultural development and their physical well-being enables them to thrive in a supportive, highly cohesive learning community
(e) Leaders pursue excellence in planning and managing study programmes: students undertake individualised learning that builds on prior attainment. This strategy improves outcomes rapidly and reduces achievement gaps by monitoring the quality of teaching, learning and assessment as well as students' retention, progress and skill development.
(f) Students have excellent educational experiences at school, are confident and conduct themselves well. They are punctual, attendance is high. They undertake high quality activities and work experience that matches their needs.
(g) All Students make progress and most complete their study programmes, achieve qualifications relevant to a future placement and move on to FE colleges, supported living or residential specialist colleges.
(h) Students value their education and that their conduct reflects the school's effective strategies to promote high standards of behaviour. St Joseph invests in a behaviour and consequences monitoring system called Sleuth across the School, College and Residential.
(i) There is sustained improvement in students' behaviour. Students work hard with the school to prevent all forms of bullying and/or use of derogatory or aggressive language. They are supported to understand that some behaviours are a result of learning disabilities and are guided into appropriate responses and coping strategies.
(j) With support students are able to understand how to keep themselves healthy, maintain fitness and emotional mental well-being within the limiting factors of their learning disabilities
(k) Students are safe and feel safe, they are subject to high levels of supervision in on-line activities, learning to staying safe on-line and having an understanding of dangers of inappropriate use of mobile technology and social networking sites
(l) Supported Living provision for adults is also either good or outstanding and the support facilitates opportunities for vulnerable adults to participate widely in social and work based activities.
(m) Safeguarding is seen as paramount and the systems and practical operations are highly effective.

Governance

The Trustees and Governors are listed on page 1.

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity.

The Board meets at least four times a year. Day to management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters.

The Board of Trustees has delegated to the Board of Governors, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities.

The Trustees and the Governors understand their roles in relation to equality and diversity; and comply with legislative requirements including those relating to disability, safeguarding, and health and safety.

Management

The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:
Annie Sutton, Executive Principal
Alan Day, Director Residential Care
Simon Jaggard, Director of Education (Head Teacher)
Karen May, Director of Therapies
Elizabeth Hurst, Director of Business
Elizabeth Sanders, Director of Human Resources
Cedric de Souza, Director of Finance
Adrian Maxey, Director of Estates & Facilities

Employee involvement

St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and email circulars. Each half term welcomes all staff with an update on the current state of affairs led by the Executive Principal and supported by all Core and Senior Leaders. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. In matters that significantly change policies or terms, full and extensive consultation processes are followed to ensure that all staff are able to offer their opinions, suggestions and concerns. There is sound evidence that demonstrates that the consultation process at the Trust takes this on board and has adapted new proposals in line with suggestions offered by the wider staff. In some cases where there has been significant concerns raised by staff, new initiatives or changes have been abandoned. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to all staff queries and gives respectful and full comprehensive feedback to staff.

Equality and Diversity

St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully.

Pupil Data

The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2021 Pupils	*of which* Boarding	2021 Boarders
KS 1	3	Weekly	3
KS 2	17	Termly	7
KS 3	26	52 week	11
KS 4	14		
KS 5	19		

Key Stage	2020 Pupils	*of which* Boarding	2020 Boarders
KS 1	1	Weekly	1
KS 2	10	Termly	4
KS 3	22	52 week	11
KS 4	8		
KS 5	24		

Supported Living Tenancies at August 2021: Springvale: 6 tenancies, Long Barn: 5 tenancies. Both are at maximum capacity and are unchanged from the previous year.

Admissions and Funding

Admissions criteria for the school and college requires potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are fully funded by public bodies. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Compliance with Charity Commission Guidance and Public Benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations. St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranfold Confederation, an informal confederation of schools in the South Guildford area

Future Plans

St Joseph's looks forward to making good use of the Enterprise Centre from the summer term of 2022. This facility will add further value to the provision for children and young people that is already in place. It will also serve as an outreach amenity for the local community. Subject to further fundraising the Café facility is hoped to be completed and for the first users to be introduced to this experience in the academic year 2022/2023.

Plans are underway to further develop the residential facilities at the main site, adding two new Day Rooms to two of the existing residential houses, thus enabling them to safely and comfortably accommodate three residents in each.

The past few years with respect to the quality of education, have been spent focusing on driving the quality of teaching delivery and developing the pathway curriculum; Through this we have seen a significant drop in negative pupil behaviour as an indicator of improved engagement, alongside other initiatives such as more ongoing and developmental Behaviour Support training for all staff and improved induction of new staff. We are now turning our heads towards the Cognitive Science, which underpins the curriculum; the repetition and spacing of information to optimise on the long-term retention of knowledge and development of skills. By lengthening the time between recalling information, a student will improve their long-term memory and hopefully understanding. Teachers are also using evidence-based practice to support existing processes and explain why we use certain ASD friendly approaches, which provide them with both the credibility and the confidence in developing their practice.

Risk Assessment and Risk Management

During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed and have put in place a comprehensive Risk Register. These have not changed significantly during the course of the year and include the following major risks;

MAJOR RISKS	MITIGATION
Poor overall Ofsted outcome and safeguarding concerns	A dedicated Head of Safeguarding manages referrals and compliance requirements, monitoring activities to address risks as well as conducting in-depth training and providing regular updates for staff.
Reputational damage	Implement Business Continuity Plan including media management, negation of insurance, discussions with local authority, Ofsted and CQC, managing parental/guardians concerns.
Reliance on local authority placements	Maintain Ofsted and CQC standards, apply strict procedures with new placements and changes in contracts. Manage cash flow issues due to potential delayed payments of billings.
Cyber security	Maintain two separate back-ups of data and multiple layers of protection that meet with stringent standards.
Insufficient staff to deliver services	Adhere to EHCP Plan, dynamically reassign staff from other duties, collapse timetables and create larger classes and maintain list of children who can be at home.

Trustees have directed the Core Senior Leadership Team to continue to focus on risk reduction in 2021/22 in order to ensure the continued high quality provision that has been maintained over recent years.

Reserves policy

The Trustees recognise the need for the Trust to maintain sufficient reserves to:

i. provide for future maintenance and development of the infrastructure;
ii. provide for managed closure, possibly without much income but with a responsibility to ensure the wellbeing of its children, young people and adults;
iii. provide for variations of cash flow;
iv. cover its duties for staff pensions liabilities.

The Trustees have established a target for free reserves in net current assets of 6 months operating costs. They plan to build this up over the coming years by generating a small operating surplus while meeting their duties to provide Value for Money for public funds. At year end free reserves stand at £2,578,673 (2020: £2,602,229).

At 31st August 2021 The Trust currently has a restricted fund of £680k held in relation to donations received for the Enterprise Centre. There are no other current designated reserves.

Financial Review

The Summary Financial Statement shows a total surplus of £422,730 for the year to 31 August 2021 following a deficit of £54,235 in the previous year.

The principal source of income this year has been fees and bursaries received from government authorities and £620,200 of donations for the new Work Skills and Enterprise Centre, the latter accounting for much of the surplus. Planned fee income was reduced by 5% in the year due to delays in admissions of new students, as a consequence of the Covid-19 pandemic and recruitment challenges affecting available resources. Anticipated staff costs were reduced by the challenge of recruitment and retention but also increased by the recognition of a pension liabilities.

The Trust continues to apply robust cost controls at the point of planning as well as delivery, overhead costs incurred are marginally less than anticipated levels for the year. Unforeseen costs incurred in the year were a direct consequence of the Covid-19 pandemic, including staff absence, additional premises costs to create safe and compliant spaces, and enhanced IT costs to allow working from home to be as effective as possible. The Trust has continued the strategy of minimising unavoidable costs due to the Covid-19 pandemic through effective close monitoring of developments and a re-organisation of resources and facilities as well as maintaining close communication links with all the facets of the St Joseph's community of parents / guardians, staff and local authorities by the School Leadership Team.

Capital expenditure on the Work Skills and Enterprise centre has been significant cash outlay though this has been offset to a greater extent by the recorded donations in the year. The building is expected to be formally opened and operational by April 2022 with most of the works already completed.

Cash flow management has significantly improved in the year with a stringent strategy now in place which encompasses strict credit control practices, contract completion and admission procedures. This is reflected in the significant reduction of fee debtors of just over £1m as compared to the previous year. Cash balances have also improved as a consequence.

The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

All funds raised in connection with operating activities are solely expended for the benefit of the Trust and its benefactors who are the Children & Young People and Supported Living adults.

Summary Financial Statement

	2021 £ Children & Young People	2021 £ Adult Supported Living	2021 £ Total	*2020* £ *Total*
INCOME				
Fees received	8,636,838	1,145,983	9,782,821	8,867,955
Grants and Bursaries	736,923	-	736,923	768,875
Other income received	645,147	141,777	786,924	230,244
Total income	**10,018,908**	**1,287,760**	**11,306,668**	**9,867,074**
EXPENDITURE				
Staff costs	8,056,136	1,082,632	9,138,768	8,402,593
Premises costs	715,399	12,234	727,633	554,520
Resource costs	238,763	67	238,830	257,328
ICT Costs	139,141	2,517	141,658	127,329
Professional fees	129,469	2,889	132,358	145,120
Other	16,894	-	16,894	19,059
Total expenditure	**9,295,802**	**1,100,339**	**10,396,141**	**9,505,949**
Operating Surplus / (Deficit)	**723,106**	**187,421**	**910,527**	**361,125**
Depreciation expense	472,757	15,040	487,797	415,360
Total Surplus / (Deficit)	**250,349**	**172,381**	**422,730**	**(54,235)**

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

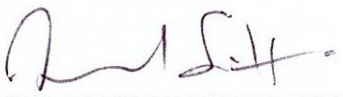
The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware, there is no relevant audit information of which the charity's auditor is unaware, the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have taken steps to establish that the auditor is aware of that information.

Approved by the Trustees on 24th February 2022 and signed as authorised on their behalf by:



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Bernard Smith
Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF

ST. JOSEPH'S SPECIALIST TRUST

FOR THE YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the financial statements of St Joseph's Specialist Trust for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2021 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Ofsted inspections, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP
Statutory Auditors
Date: 20 April 2022

10 Queen Street Place
London
EC4R 1AG

Haysmacintyre LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £ Children & Young People Restricted	2021 £ Children & Young People Unrestricted	2021 £ Adult Supported Living Unrestricted	2021 £ Total	2020 £ Total
INCOME						
Charitable activities						
Fees		-	8,636,838	1,145,983	9,782,821	8,867,955
Sundry income		-	8,801	6,486	15,287	53,153
Voluntary income						
Grants to meet expenditure		-	736,923	-	736,923	768,875
Donations		620,200	16,146	-	636,646	60,255
Other trading activities						
Rental income		-	-	135,291	135,291	116,836
Total income		620,200	9,398,708	1,287,760	11,306,668	9,867,074
EXPENDITURE						
Raising funds	3	-	(29,611)	-	(29,611)	(36,775)
Charitable activities	3	-	(9,738,948)	(1,115,379)	(10,854,327)	(9,884,534)
Total expenditure		-	(9,768,559)	(1,115,379)	(10,883,938)	(9,921,309)
Net movement in funds		**620,200**	**(369,851)**	**172,381**	**422,730**	**(54,235)**
Fund balances brought forward at 1 September 2020		60,255	16,857,552	906,736	17,824,543	17,878,778
Fund balances carried forward at 31 August 2021		**680,455**	**16,487,701**	**1,079,117**	**18,247,273**	**17,824,543**

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The accompanying notes form part of these financial statements.

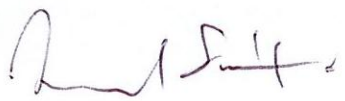
ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible fixed assets	5		15,668,570		15,222,314
CURRENT ASSETS					
Debtors	6	983,852		2,143,253	
Cash at bank and in hand		2,952,489		1,447,259	
		3,936,341		3,590,512	
CREDITORS: Amounts falling due within one year	7	(761,431)		(770,783)	
NET CURRENT ASSSETS			3,174,910		2,819,729
TOTAL ASSETS LESS CURRENT LIABILITIES			18,843,480		18,042,043
CREDITORS: Amounts falling due after one year	7		(596,207)		(217,500)
NET ASSETS			**18,247,243**		**17,824,543**
FUNDS					
Children & Young People		16,487,701		16,857,552	
Adult Supported Living		1,079,117		906,736	
Unrestricted funds	8		17,566,818		17,764,288
Restricted funds – Children & Young People	8		680,455		60,255
TOTAL FUNDS			**18,247,273**		**17,824,543**

The financial statements were approved and authorised for issue by the Trustees on 24th February 2022 and were signed below on its behalf by:



Bernard Smith
Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	2020 £
Net cash provided by operations	A	**2,439,282**	**(143,671)**
Cash flows from Investing Activities			
Purchase of fixed assets		(934,052)	(148,034)
Net cash (used in) investing activities		**(934,052)**	**(148,034)**
Change in cash and cash equivalents in the reporting period		**1,505,230**	**(291,705)**
Net cash and cash equivalents at the beginning of period		1,447,259	1,738,964
Net cash and cash equivalents at end of period		**2,952,489**	**1,447,259**

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS

	2021 £	2020 £
Net movement in funds	422,730	(54,235)
Depreciation	487,796	415,360
Decrease/(Increase) in debtors	1,159,401	(755,616)
(Decrease)/increase in creditors	369,355	250,820
Net cash provided by operations	**2,439,282**	**(143,671)**

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	At 31-Aug-2020 £	Cash Flows £	Other Changes £	At 31-Aug-2021 £
Cash and cash equivalents	1,447,259	1,505,230	-	2,952,489
Net cash provided by operations	**1,447,259**	**1,505,667**	**0**	**2,952,489**

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015. The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern

Having reviewed the funding facilities available to the Trust together with the expected ongoing demand for places and the Trust's future projected cash flows, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the Trust's financial viability. When making this assessment the Trustees have considered the implications of the continuing COVID-19 pandemic on the financial and operational plans of the Trust and have concluded that there is no current likelihood of any material impact.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below. In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income

Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income is accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure

Expenditure is accounted for on an accruals basis and are recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The Trust is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets
Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Leasehold building - 2% to 40% on cost

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs are expensed through the Income and Expenditure account.

Financial instruments
Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation
The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Provision for major repairs
There is an on-going programme of planned repairs. It is considered that work undertaken each year is sufficient to maintain all buildings in their existing condition.

Pensions
The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments
The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight line basis over the lease term.

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. They are divided between Children and Young People and Adult Supported Living.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity and are represented by donations in respect of new building works currently in progress.

2. NET INCOME

	2021	2020
	£	£
Net income is stated after charging		
Depreciation of owned tangible fixed assets	487,796	415,360
Auditors' remuneration – non audit services	3,500	-
Auditors' remuneration – audit services	22,000	22,400

3. ANALYSIS OF TOTAL EXPENDITURE

	2021 Staff Costs £	2021 Other Costs £	2021 Depreciation £	2021 Total £	2020 Total £
Raising funds	29,611	-	-	29,611	36,775
Charitable activities					
Teaching	3,202,100	147,613	-	3,349,713	3,959,018
Welfare	3,493,425	222,942	-	3,716,367	3,344,311
Premises	555,673	160,435	487,796	1,203,905	1,431,647
Support costs	1,826,825	726,383	-	2,553,208	1,115,372
Grants	31,135	-	-	31,135	34,186
	9,138,769	1,257,373	487,796	10,883,938	9,921,309

There was no restricted expenditure in the period (2020: £nil).

4. PARTICULARS OF EMPLOYEES

	2021	2020
	No.	No.
The average persons employed by the Trust during the period was:	271	274
Their total remuneration was:	£	£
Wages and salaries	7,008,505	6,843,042
Social security costs	634,825	599,550
Other pension costs	856,635	548,361
Other staff costs	122,555	65,771
	8,622,520	8,056,724
Agency staff	516,249	345,870
	9,138,769	8,402,594

The number of staff with emoluments within the following ranges were:	2021 No.	2020 No.
£70,001 - £80,000	2	0
£80,001 - £90,000	3	3
£90,001 - £100,000	0	1
£100,001 - £110,000	1	0

The total remuneration of key management personnel during the period was £1,011,033 (2020: £1,008,356).

The Trust made no defined benefit pension contributions (2020: £83,394) in the period in respect of the higher paid employees.

There were no termination payments made in the year (2020: £30,982).

Trustees and Advisers remuneration and reimbursed expenses

Trustees do not receive remuneration from the Charity. No Trustee had any beneficial interest in any contract with the company during the year.

Three Trustees were reimbursed expenses totalling £543 (2020: £459) in the period.

5. TANGIBLE FIXED ASSETS

Leasehold premises

The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999 year lease with only peppercorn rent payable.

	School Leasehold premises £	Springvale Leasehold premises £	Total £
Cost			
Beginning of period	15,301,034	752,000	16,053,034
Additions	896,415	37,637	934,052
End of year	16,197,449	789,637	16,987,086
Depreciation			
Beginning of period	800,640	30,080	830,720
Charge for the period	472,756	15,040	487,796
End of year	1,273,396	45,120	1,318,516
Net Book Value			
As at 31 August 2021	14,924,053	744,517	15,668,570
As at 31 August 2020	14,500,394	721,920	15,222,314

6. DEBTORS

	2021 £	2020 £
Fee debtors	932,229	1,952,810
Other debtors	51,623	190,443
	983,852	2,143,253

7. CREDITORS:

Amounts falling due within one year	2021 £	2020 £
Trade creditors	327,532	229,407
Accruals	71,600	92,585
Staff costs provision	36,293	35,570
Payroll creditors	244,702	69,007
Other creditors	81,304	344,214
	761,431	770,783

Amounts falling due after one year	2021 £	2020 £
Staff costs provision	596,207	217,500

8. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 1 September 2020 £	Income 2021 £	Expenditure 2021 £	Carried forward at 31 August 2021 £
Children and Young People	16,857,552	9,398,708	(9,768,559)	16,487,701
Adult Supported Living	906,736	1,287,760	(1,115,379)	1,079,117
Unrestricted funds	17,764,288	10,686,468	(10,883,938)	17,556,818
Restricted funds	60,255	620,200	-	680,455
Total funds	17,824,543	11,306,668	(10,883,938)	18,247,273

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
Tangible Fixed Assets	14,988,115	680,455	15,668,570	15,222,314
Current assets	3,963,901	-	3,963,901	3,590,512
Current liabilities	(788,991)	-	(788,991)	(770,783)
Non-current liabilities	(596,207)	-	(596,207)	(217,500)
	17,566,818	680,455	18,247,273	17,824,543

10. FINANCIAL INSTRUMENTS

	2021 £	2020 £
Financial assets that are debt instruments measured at amortised cost	1,011,412	2,143,253
Financial liabilities measured at amortised cost	1,385,198	988,283

Financial assets include fee and other debtors.
Financial liabilities include trade creditors, payroll creditors and provisions for staff and overhead costs.

11. FINANCIAL COMMITMENTS

At 31 August 2021 there were capital commitments of £nil (2020: £nil).

12. OPERATING LEASE COMMITMENTS

At 31 August 2021 there were operating lease commitments of £nil (2020: £nil).

13. PENSION LIABILITIES

The Trust were notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of two members of staff from the inception date of the scheme in 2010. This was accepted with one member who has since retired and a provision for a liability based on a settlement agreement between the Trust and the member is now in place and included in the accounts. The final decision by the TPS for the other member of staff who remains in employment has been referred to the Pensions Ombudsman. Pending this decision and following an independent valuation, a further liability provision has been included in the accounts. Note that this had been previously reported as a contingent liability.

11. PENSION COSTS

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £284,024 (2020: £270,361) and at the year-end £nil (2020: £nil) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%. The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions. On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is currently preparing to complete the cost control element of the 2016 valuations. In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation. Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

b) Group Personal Pension

The Trust participates in a defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £220,851 (2020: £185,552).

ST JOSEPH'S SPECIALIST TRUST

England & Wales - Charity number 1177680

Accounts

ST. JOSEPH'S SPECIALIST TRUST

(Registered Charity Number 1177680)

REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2020

Haysmacintyre LLP
Chartered Accountants
Registered Auditors

ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

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ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE PERIOD ENDED 31 AUGUST 2020

GOVERNORS AND CHARITY TRUSTEES

The board of Trustees was originally appointed on the date of incorporation (23 March 2018). In addition to Trustees, St Joseph's Specialist Trust ("St. Joseph's") has a board of Governors and some Governors are also Trustees*. The following Trustees and Governors all served in office throughout the period except where indicated.

Trustees
Peter Turvey, Chair
Fr. Kevin Dring
Joanna Homewood
Bernard Smith
Una Corning
Lawrence Bartel (from 7th February 2020)
Peter Braganza (from 20th September 2020)
Rebecca Vickers (from 10th July 2020)
Clifford Faulder (resigned 18th October 2019)
Ryan Clement (resigned 18th March 2020)
Kevin Sloan (resigned 31st August 2020)

Governors
Una Corning, Chair* (from September 2020)
Bernard Smith, Chair* (until 31st August 2020)
Annie Sutton
Jo Jacques
Jean Keane
Gemma Mitchell
Andrew Pusey
Melissa Longmire (from 24th August 2020)
Rebecca Vickers (resigned 17th July 2020)
Kevin Sloan* (resigned 31st August 2020)
Emma Brown (resigned 18th February 2020)
Nick Durling (resigned 24th Mar 2021)
Steve Fudge (resigned 17th July 2020)

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk/
Bankers	Barclays Bank plc I Churchill Place London E14 5HP
Auditor	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE PERIOD ENDED 31 AUGUST 2020

The Trustees present their annual Trustees' Report for the period ended 31 August 2020, together with the audited financial statements.

About the Trust

St Joseph's Specialist Trust comprises a non-maintained, co-educational school / college and registered children's home for students aged 5-19 with ASD & complex needs and two supported living houses for up to 11 vulnerable adults. St. Joseph's was founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

On 1st September 2018, St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, became an independent Charitable Incorporated Organisation (CIO) and assets and liabilities transferred from the Diocese to the Trust under a 999 year lease with peppercorn rent.

St Joseph's sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

The Trust benefits from a therapy centre providing speech and language, occupational, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café. St Joseph's operates a unique system which recognises that age divided key stages are mostly unhelpful for young people with complex learning needs and the school and college are therefore based on ability and learning style and structured by the three education pathways which range from Explorers (P4-8), to Discoverers (P8-NC2) and Adventurers (NC2 upwards).

St Joseph's further differs from other settings in that each class is run by a trio of teacher, occupational therapist and speech and language therapist with a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning which traditional educational approaches have failed to achieve. St. Joseph's students have usually experienced crisis, rejection or exclusion, even in the specialist sector and it is vital that they are provided with a truly individualised approach in order to overcome their fear of school and embrace learning pertinent to their future. Mental health and well-being are supported through daily therapy led group sessions. Uniquely, St Josephs has a clinical psychologist and psychiatrist who provide an in-house Child and Adolescent Mental Health Service (CAMHS) for students as required.

Supported Living for vulnerable adults is provided at two locations away from the main site. Springvale, originally a student house, was launched as adult supported living in 2012; standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities this offers. In 2015 a second provision was opened at Long Barn in the more rural Beare Green area, a setting well suited to tenants for whom community interaction is extremely challenging. Long Barn is owned by equity group and landlord, Myshon, and staffed by St Joseph's expert care provision.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

Review of our Performance in 2019/2020

St Joseph's is regulated by Ofsted for its education and children's home and by the Care Quality Commission (CQC) for its supported living provision. Ofsted Education's last inspection was in November 2017 when inspectors maintained their assessment that the education provision is Outstanding in all areas. This was supported by an overall grade 1 for effectiveness by the inspectors of the Catholic Schools Inspectorate in December 2019 and also more recently confirmed, in March 2020, by an inspection by West Sussex Local Authority on behalf of the CCRAG – a joint commissioning group of local authorities. As an outstanding special education provider, the school expects a further re-inspection by Ofsted every 3 years although the Coronavirus Pandemic may affect inspection scheduling.

CQC inspect adult supported living provision within 30 months of previous inspections. Springvale last was inspected in November 2016 and was assessed "Good" across all aspects of provision, likewise Long Barn, inspected in December 2016 was assessed "Good" across all aspects of provision.

Legal Objects of the Trust

St Joseph's objects are the advancement of the Roman Catholic religion and the advancement of education by:

(a) the management, maintenance and development of the School and College for children and young people with complex and behavioural difficulties in accordance with the tenets and practices of the Roman Catholic Church and ancillary charitable practices; and
(b) The provision of secure housing to adults with complex learning and behavioural difficulties.

The Objects may only be amended with the consent of the Trustees of St Joseph's Specialist Trust and the Bishop of the RC Diocese of Arundel & Brighton.

Our Purpose, Standards and Aims *'No limits ... just possibilities'*

St Joseph's seeks to create a supportive Christian environment founded in Catholic doctrine in which embedded therapy, care and education are tailored to meet the very specific needs of young people with complex learning difficulties so they may aspire to reach their full potential. St Joseph's objects for the public benefit under its Constitution are; -

(a) the advancement of the Roman Catholic religion; and
in accordance with the tenets, teaching and practices of the Roman Catholic religion:
(b) the advancement of education and training; and
(c) the provision of residential accommodation and support to those in need,

in particular, but not exclusively within the Diocese by:

(a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
(b) the provision of residential accommodation to children and young people, and supported housing to adults, both with complex learning and behavioural difficulties.

These Objects may only be amended with the consent of the Bishop.

St Joseph's main aims are;

(a) To be a total learning environment where every aspect of the students' experience helps them in the development of new skills and understanding which they can use now, and which will continue to be of value in the future.
(b) To provide a pastoral support for students, tenants and families, enabling them to meet their challenges together;
(c) To offer a service to families and education authorities, responding to needs and adapting to changes in demand that cannot be met in the mainstream and maintained sectors.
(d) To achieve exemplary care, education and therapy, and provide spiritual fortitude.

St Joseph's seeks to achieve these aims by adhering to the following principles;

(a) The delivery of teaching, which is either good or outstanding based on an enriched and balanced curriculum, contributes to achievement with high levels of literacy, knowledge, learning, understanding and skills appropriate to students' cognitive abilities. Achievement continues to be good or outstanding for all groups of pupil.
(b) Students are prepared as well as is possible for the next stage of education, employment, self-employment or training. In addition, specialist and impartial careers guidance helps students to make informed choices about which courses suit their academic needs and aspirations to meet their goals.
(c) Students and adults are thoughtful, caring and respectful citizens. They take responsibility for keeping themselves safe and healthy and contribute to wider society and life in Britain.
(d) The highest expectations of staff and aspirations for students, the thoughtful and wide-ranging promotion of students' spiritual, moral, social and cultural development and their physical well-being enables them to thrive in a supportive, highly cohesive learning community

St Joseph's principles (continued);

(e) Leaders pursue excellence in planning and managing study programmes: students undertake individualised learning that builds on their prior attainment and meets the requirements of 16 to 19 provision. This strategy improves outcomes rapidly and reduce achievement gaps by monitoring the quality of teaching, learning and assessment as well as students' retention, progress and skill development.
(f) Students' spiritual, moral, social and cultural development equips them to be thoughtful, caring and active citizens in school and in wider society. The Catholic ethos of the school permeates all areas.
(g) Students have excellent educational experiences at school, are confident and conduct themselves well. They are punctual, attendance is high. They have excellent personal and social skills and undertake high quality non-qualification activities and work experience that matches their needs.
(h) All Students make progress and most will complete their study programme, achieve qualifications relevant to their future placement and move on to FE colleges, supported living or residential specialist colleges.
(i) Students value their education and that their conduct reflects the school's effective strategies to promote high standards of behaviour. St Joseph invests in a behaviour monitoring system called Sleuth that enables us to monitor all pupil's behaviour and consequences across the School, College and Residential.
(j) There should be a sustained improvement in students' behaviour and excellence should be maintained. Students work hard with the school to prevent all forms of bullying behaviour and/or use of derogatory or aggressive language. They are supported to understand that some behaviours are a result of learning disabilities and are guided into appropriate responses and coping strategies.
(k) With support that students can explain accurately and confidently how to keep themselves healthy, maintain fitness and their emotional and mental well-being all within the limiting factors of their learning disabilities
(l) Students are safe and feel safe, they are subject to high levels of supervision in on-line activities, learning to staying safe on-line and having an understanding of dangers of inappropriate use of mobile technology and social networking sites
(m) Supported Living provision for adults is also either good or outstanding and the support facilitates opportunities for vulnerable adults to participate widely in social and work based activities.
(n) Safeguarding is seen as paramount and the systems and practical operations are highly effective.

Governance

The Trustees and Governors are listed on page 1.

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity.

The Board meets at least four times a year. Day to management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters.

The Board of Trustees has delegated to the Board of Governors, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities.

The Trustees and the Governors understand their roles in relation to equality and diversity; and comply with legislative requirements including those relating to disability, safeguarding, and health and safety.

Management

The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:
Annie Sutton, Executive Principal
Alan Day, Director Residential Care
Simon Jaggard, Director of Education (Head Teacher)
Karen May, Director of Therapies
Elizabeth Hurst, Deputy Director (Business)
Elizabeth Sanders, Deputy Director (Human Resources)
Cedric de Souza, Deputy Director (Finance)

Employee involvement

St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and staff email circulars. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to comprehensive feedback to all staff queries.

Equality and Diversity

St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully.

Pupil Data

The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2020 Pupils	*of which* Boarding	2020 Boarders
KS 1	1	Weekly	1
KS 2	10	Termly	4
KS 3	22	52 week	11
KS 4	8		
KS 5	24		

Key Stage	2019 Pupils	*of which* Boarding	2019 Boarders
KS 1	1	Weekly	3
KS 2	14	Termly	4
KS 3	17	52 week	16
KS 4	7		
KS 5	26		

Supported Living Tenancies at August 2020: Springvale: 6 tenancies, Long Barn: 5 tenancies. Both are at maximum capacity and are unchanged from the previous year.

Admissions and Funding

Admissions criteria for the school and college requires potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are charged for. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Compliance with Charity Commission Guidance and Public Benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations. St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranfold Confederation, an informal confederation of schools in the South Guildford area.

Reserves policy

The reserves available to the Trust at year end are £17.8m (2019: £17.9m). Excluding tangible fixed assets which are required by the Trust to deliver its charitable activities and therefore are not readily realisable, the free reserves amounted to £2.6m (2019: £2.4m) at the end of the financial period. As reported in the Accounting Policies (note 1), the Trustees believe there are no material uncertainties that impact the going concern requirements of the Trust. The Trustees consider that the level of free reserves needs to be increased to improve the resilience of the Trust's future operations, protect against seasonal fluctuations in outstanding debtors, provide for essential capital expenditure, and provide a buffer for unexpected contingencies.

Risk Assessment and Risk Management

During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed. These have not changed significantly during the course of the year and include the following major risks;

MAJOR RISKS	MITIGATION
Safeguarding Concerns	The safeguarding Team continues training and monitoring activities to address risks
Reputational damage	Implement Business Continuity Plan including media management, discussions with local authority, Ofsted and CQC, managing parental/guardians concerns
Reliance on local authority placements	Maintain Ofsted and CQC standards, apply strict procedures with new placements and changes in contracts, manage cash flow issues due to delayed payments of billings
Cyber security	Maintain two separate back-ups of data and multiple layers of protection

Trustees have directed the Core Senior Leadership Team to focus on risk reduction in 2020/21 in order to ensure the continued high quality provision that has been maintained over recent years.

Future Plans

Plans to build a Work Skills & Enterprise Centre commenced in March 2021, the project costs are expected to be fully met through fundraising and it will add further value to the provision for children and young people already in place. It will also serve as an outreach amenity for the local community The Building is expected to be fully completed and operational by the start of the academic year 2021 / 2022. In addition, the Springvale residence will be extended to provide further accommodation facilities for another tenant which will increase net income generated by Adult Supported Living. The Trustees are aware of the significant challenges to both St. Joseph's and its stakeholders over the short to medium term as a result of the Coronavirus pandemic. Unlike many charities and educational settings, at the date of the approval of these financial statements, St Joseph's remains fully open and providing all usual services together with a safe environment for students, and staff and their families. The Trustees are satisfied that St Joseph's is well able to meet and counter the unprecedented challenges of this global crisis.

Financial Review

The Summary Financial Statement shows a net deficit of £54k for the year to 31 August 2020 following a surplus of £72k in the previous year 2019. The Trustees are continuing their strategy of deploying all resources to invest in the educational and welfare purposes of the Trust.

The principal source of income is fees and bursaries received from government authorities which represent 98% of income (the same as the previous year 2019). Unforeseen costs incurred in the year were a direct consequence of the Covid-19 pandemic, including staff absence, additional premises costs to create safe and compliant spaces, and enhanced IT costs to allow working from home to be as effective as possible. The key to minimising such unavoidable costs was the effective close monitoring of developments and a re-organisation of resources and facilities as well as maintaining close communication links with all the facets of the St Joseph's community of parents / guardians, staff and local authorities by the School Leadership Team. The Trust continues to apply robust cost controls at the point of planning as well as delivery.

Compensation was received from local government authorities as part of the Infection Control Fund compensation scheme. Due to Government restrictions directly linked to the Covid-19 pandemic, entry of new pupils was postponed resulting in a reduced number of admissions. It is estimated that in the absence of Covid the accounts would have shown a small surplus.

Donations received in the year were largely in respect of the planned Enterprise centre.

Cash flow continues to be a cyclical issue exacerbated this year with increased significant difficulties in collections from local authorities who were also affected by shortages of available staff and other Covid-19 pandemic restrictions. All balances are fully collectible and there are no bad debt provisions reported in the stated financials.

The Trust has undertaken a condition survey of each building within the main school / college estate to professionally assess expected maintenance costs and replacement of key capital items over a ten year period. This facilitated the forecasting of cash flow and budget planning over this period and assisted with a continuing strategy of investing in the future resourcing of the Trust. The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

Summary Financial Statement

	2020 £ Children & Young People	2020 £ Adult Supported Living	2020 £ Total	*2019* £ *Total*
INCOME				
Fees received	7,796,575	1,071,380	8,867,955	9,164,956
Grants and Bursaries	768,875	-	768,875	736,899
Other income received	113,408	116,836	230,244	112,245
Total income	8,678,858	1,188,216	9,867,074	10,014,100
EXPENDITURE				
Staff costs	7,304,218	1,098,375	8,402,593	8,454,323
Premises costs	959,796	44,153	1,003,949	959,237
Resource costs	364,415	-	364,415	371,052
Professional fees	145,120	-	145,120	150,613
Other costs	5,232	-	5,232	6,660
Total expenditure	8,778,781	1,142,528	9,921,309	9,941,975
Net surplus/ (deficit) from core activities	**(99,923)**	**45,688**	**(54,235)**	**72,125**

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

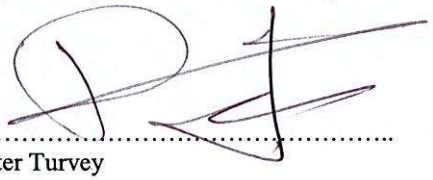
The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware, there is no relevant audit information of which the charity's auditor is unaware, the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have taken steps to establish that the auditor is aware of that information.

Approved by the Trustees on 26 April 2021 and signed as authorised on their behalf by:



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Peter Turvey
Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF

ST. JOSEPH'S SPECIALIST TRUST

FOR THE YEAR ENDED 31 AUGUST 2020

Opinion

We have audited the financial statements of St Joseph's Specialist Trust for the period ended 31 August 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2020 and of the charity's net movement in funds, including its income and expenditure, for the period then ended; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for Opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the School in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to Going Concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the School's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. The description forms part of our Auditors' Report.

Use of our Report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP

Haysmacintyre LLP, Statutory Auditors
10 Queen Street Place
London
EC4R 1AG

Date: 20 May 2021

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £ Children & Young People Restricted	2020 £ Children & Young People Unrestricted	2020 £ Adult Supported Living Unrestricted	2020 £ Total	2019 £ Total
INCOME						
Charitable activities						
Fees		-	7,796,575	1,071,380	8,867,955	9,164,956
Sundry income		-	53,153	-	53,153	800
Voluntary income						
Grants to meet expenditure		-	768,875	-	768,875	736,899
Donations		60,255	-	-	60,255	-
Other trading activities						
Rental income		-	-	116,836	116,836	111,445
Total income		60,255	8,618,603	1,188,216	9,867,074	10,014,100
EXPENDITURE						
Raising funds	3	-	(36,775)	-	(36,775)	(33,373)
Charitable activities	3	-	(8,742,006)	(1,142,528)	(9,884,534)	(9,908,602)
Total expenditure		0	(8,778,781)	(1,142,528)	(9,921,309)	(9,941,975)
Net income before donation from RC Diocese of Arundel & Brighton		**60,255**	**(160,178)**	**45,688**	**(54,235)**	**72,125**
Voluntary income - Diocesan donation		-	-	-	-	17,806,653
Net movement in funds		**60,255**	**(160,178)**	**45,688**	**(54,235)**	**17,878,778**
Fund balances brought forward at 1 September 2019		-	17,017,730	861,048	17,878,778	-
Fund balances carried forward at 31 August 2020		**60,255**	**16,857,552**	**906,736**	**17,824,543**	**17,878,778**

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2020

	Notes	2020 £	2020 £	2019 £	2019 £
FIXED ASSETS					
Tangible fixed assets	5		15,222,314		15,489,640
CURRENT ASSETS					
Debtors	6	2,143,253		1,387,637	
Cash at bank and in hand		1,447,259		1,738,964	
		3,590,512		3,126,601	
CREDITORS: amounts falling due within one year	7	(988,283)		(737,463)	
NET CURRENT ASSETS			2,602,229		2,389,138
TOTAL ASSETS LESS CURRENT LIABILITIES			17,824,543		17,878,778
NET ASSETS			**17,824,543**		**17,878,778**
FUNDS					
Children & Young People		16,857,552			17,017,730
Adult Supported Living		906,736			861,048
Unrestricted funds	8		17,764,288		
Restricted funds – Children & Young People	8		60,255		-
TOTAL FUNDS			**17,824,543**		**17,878,778**

The financial statements were approved and authorised for issue by the Trustees on 26 April 2021 and were signed below on its behalf by:

Peter Turvey
Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	2019 £
Net cash provided by operations	A	**(143,671)**	**(144,114)**
Cash flows from Investing Activities			
Purchase of fixed assets		(148,034)	-
Net cash (used in) investing activities		**(291,705)**	**-**
Change in cash and cash equivalents in the reporting period		**(291,705)**	**(144,114)**
Net cash and cash equivalents at the beginning of period		1,738,964	-
Net cash and cash equivalents donated by the RC Diocese of Arundel & Brighton on incorporation			1,883,078
Net cash and cash equivalents at end of period		**1,447,259**	**1,738,964**

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS

	2020 £	2019 £
Net movement in funds	(54,235)	17,878,778
Depreciation	415,360	415,360
Decrease/(Increase) in debtors	(755,616)	(746,685)
(Decrease)/increase in creditors	250,820	115,086
Gift from the Diocese	-	(17,806,653)
Net cash provided by operations	**(143,671)**	**(144,114)**

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	Donation from Diocese at 01-Sep-2019 £	Cash Flows £	Other Changes £	At 31-Aug-2020 £
Cash and cash equivalents	1,738,964	(291,705)	-	1,447,259
Net cash provided by operations	**1,738,964**	**(291,705)**	**0**	**1,447,259**

1. ACCOUNTING POLICIES

Basis of preparation
The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - effective 1 January 2015.

The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern
Having reviewed the funding facilities available to the Trust together with the expected ongoing demand for places and the Trust's future projected cash flows, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the Trust's financial viability. When making this assessment the Trustees have considered the implications of the continuing COVID-19 pandemic on the financial and operational plans of the Trust and have concluded that there is no current likelihood of any material impact.

Critical accounting judgements and key sources of estimation uncertainty
In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income
Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income is accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure
Expenditure is accounted for on an accruals basis and are recognised when there is a legal or constructive obligation to pay for expenditure.

All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The Trust is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments.

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets
Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Leasehold building - 2% to 20% on cost

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs are expensed through the Income and Expenditure account.

Financial instruments
Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions
Creditors and provisions are recognised where the Trust has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Taxation
The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Provision for major repairs
There is an on-going programme of planned repairs. It is considered that work undertaken each year is sufficient to maintain all buildings in their existing condition.

Pensions
The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments
The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight line basis over the lease term.

1. ACCOUNTING POLICIES (continued)

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity and are represented by donations in respect of new building works currently in progress.

2. NET INCOME

	2020 £	2019 £
Net income is stated after charging		
Depreciation of owned tangible fixed assets	415,360	415,360
Auditors' remuneration – non audit services	-	5,100
Auditors' remuneration – audit services	22,400	21,000

3. ANALYSIS OF TOTAL EXPENDITURE

	2020 Staff Costs £	2020 Other Costs £	2020 Depreciation £	2020 Total £	2019 Total £
Raising funds	31,260	5,515	-	36,775	33,372
Charitable activities					
Teaching	3,857,948	101,070	-	3,959,018	4,119,661
Welfare	3,229,158	115,153	-	3,344,311	3,340,547
Premises	498,280	518,007	415,360	1,431,647	1,419,134
Support costs	751,762	363,610	-	1,115,372	964,646
Grants	34,186	-	-	34,186	64,615
	8,402,594	1,103,355	415,360	9,921,309	9,941,975

There was no restricted expenditure in the period (2019: £nil).

4. PARTICULARS OF EMPLOYEES

	2020 No.	2019 No.
The average persons employed by the Trust during the period was:	274	269

Their total remuneration was:	£	£
Wages and salaries	6,843,042	6,365,078
Social security costs	599,550	638,283
Other pension costs	548,361	631,635
Other staff costs	65,771	108,367
	8,056,724	7,743,363
Agency staff	345,870	710,960
	8,402,594	8,454,323

The number of staff with emoluments within the following ranges were:	2020 No.	2019 No.
£70,001 - £80,000	0	1
£80,001 - £90,000	3	2
£90,001 - £100,000	1	1

The total remuneration of key management personnel during the period was £1,008,356 (2019: £770,065).

The Trust made defined benefit pension contributions of £83,394 (2019: £55,808) in the period in respect of the higher paid employees.

There were termination payments made in the year of £30,982 (2019: £nil).

TRUSTEES AND ADVISERS REMUNERTION AND REIMBURSED EXPENSES

Trustees do not receive remuneration from the Charity. No Trustee had any beneficial interest in any contract with the company during the year.

Three Trustees were reimbursed expenses of £459.00 (2019: £172) in the period.

5. TANGIBLE FIXED ASSETS

Leasehold premises
The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999 year lease with only peppercorn rent payable.

	School Leasehold premises £	Springvale Leasehold premises £	Total £
Cost			
Beginning of period	15,153,000	752,000	15,905,000
Additions	148,034	-	148,034
End of year	15,301,034	752,000	16,053,034
Depreciation			
Beginning of period	400,320	15,040	415,360
Charge for the period	400,320	15,040	415,360
End of year	800,640	30,080	830,720
Net Book Value			
As at 31 August 2020	14,500,394	721,920	15,222,314
As at 31 August 2019	14,752,680	736,960	15,489,640

6. DEBTORS

	2020 £	2019 £
Fee debtors	1,952,810	1,375,709
Other debtors	190,443	11,928
	2,143,253	1,387,637

7. CREDITORS: amounts falling due within one year

	2020 £	2019 £
Trade creditors	229,407	1,422
Accruals	92,585	146,483
Staff costs provision	253,070	217,500
Payroll creditors	69,007	178,073
Other creditors	344,214	193,985
	988,283	737,463

8. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 1 September 2019 £	Income 2020 £	Expenditure 2020 £	Carried forward at 31 August 2020 £
Children and Young People	17,017,730	8,618,603	(8,778,781)	16,857,552
Adult Supported Living	861,048	1,188,216	(1,142,528)	906,736
Unrestricted funds	17,878,778	9,806,819	(9,921,309)	17,764,288
Restricted funds	-	60,255	-	60,255
Total funds	17,878,778	9,867,074	(9,921,309)	17,824,543

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Total 2019 £
Tangible Fixed Assets	15,222,314	-	15,222,314	15,489,640
Current assets	3,530,257	60,255	3,590,512	3,126,601
Current liabilities	(988,283)	-	(988,283)	(737,463)
Non-current liabilities	-	-	-	-
	17,764,288	60,255	17,824,543	17,878,778

10. FINANCIAL INSTRUMENTS

	2020 £	2019 £
Financial assets that are debt instruments measured at amortised cost	2,143,253	1,387,637
Financial liabilities measured at amortised cost	988,283	737,463

Financial assets include fee and other debtors.

Financial liabilities include trade creditors, payroll creditors and provisions for staff and overhead costs.

11. PENSION COSTS

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £270,361 (2019: £208,719) and at the year-end £nil (2019: £nil) was accrued in respect of contributions to this scheme. The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament. The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%. The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions. On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020. The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021. In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation. Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

b) Group Personal Pension

The Trust participates in a defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £220,851 (2019: £185,552).

12. FINANCIAL COMMITMENTS

At 31 August 2020 there were capital commitments of £nil (2019: £nil).

13. OPERATING LEASE COMMITMENTS

At 31 August 2020 there were operating lease commitments of £nil (2019: £nil).

14. CONTINGENT LIABILITY

The Trust were notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of two members of staff from the inception date of the scheme in 2010. This was accepted for the one member who has since retired and a provision for a liability based on an independent valuation was included in the accounts for the period to 31st August 2019. The decision by the TPS for the other member of staff who remains in employment is currently under appeal. The Trustees are confident that the matter with reference to this member of staff will be satisfactorily resolved, discussions are ongoing and at the date of the approval of these financial statements no resolution had been achieved. On the basis of professional advice received the Trustees do not believe there is a probable chance of a liability crystallising to the Trust and as such no provision has been made in the accounts in this regard.